

## Seniority Points

The Collective Agreements between CUPE 3913 and the University require us to keep records of Seniority Points for Sessionals and GTAs. An accurate relative seniority list should be posted on a public noticeboard in the Department, and made available to CUPE at their request.

### *How are Seniority Points accrued?*

Employees get one Seniority Point per work assignment (except for work assignments from which they resign or are dismissed). They also get one Seniority Point per semester of service on the CUPE 3913 Executive.

What is a work assignment? The Collective Agreements do not specify further, but it seems reasonable to take it normally to be an individual contract, as detailed, for GTAs, in an Assignment of Work Agreement and for Sessionals in a Work Agreement letter. Sessionals will normally have one contract per course taught; GTAs may have one contract for 70 hours, 140 hours or 280 hours (though normally students who have two GTAs, or 280 hours, will have two contracts and hence gain two Seniority Points).

### *How are Seniority Point records to be kept?*

- GTA and Sessional Seniority Points should be recorded separately.
- It is CUPE's responsibility to inform us of Seniority Points acquired through service on the CUPE Executive, and the employee's responsibility to inform us of Seniority Points acquired through work assignments for other units. It is good practice to keep separate the Seniority Points of which we have records—work assignments in Philosophy—and those for which we have only employee/CUPE information.
- We should keep a running total of Seniority Points for each employee, updated each semester.

### *What are the implications of Seniority Points?*

Employees with five or more Sessional Seniority Points are deemed to have on-campus status when applying for jobs. Employees with ten or more Sessional Seniority Points must be granted an interview for any faculty position for which they apply “unless they are demonstrably not qualified to hold the position according to the advertised qualifications.”

### *How long must records of Seniority Points be kept?*

These records must be kept for 8 semesters past the last employment date of a Sessional, and for as long as Graduate Students remain in a Program.

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