

#### **15.04 Temporary and Spareboard Seniority**

Temporary and spareboard employees shall neither exercise nor accumulate seniority except as set out below:

- (i) Those temporary and spareboard employees who are subsequently appointed to regular employment shall, after completion of the normal probationary period, have their seniority back-dated to their commencement of employment. It is further understood that this clause is in no way applicable to service for the purpose of benefit entitlement except vacation entitlement, which upon becoming a regular employee shall be based on seniority date. It is understood a regular employee's vacation accrual shall not include vacation paid during spareboard employment;
- (ii) Spareboard employees shall be eligible to accumulate seniority from date of hire, which may only be exercised for the purpose of bidding on regular vacancies posted under Section 16.02;
- (i) Temporary employee seniority shall be accumulated on the basis of time actually worked for the purpose of bidding on regular vacancies;
- (ii) For purposes of accumulating temporary and spareboard service towards seniority under subsection (i) and (iii) above, when a temporary or spareboard employee has not performed any work for the Employer for a period of twelve (12) months or longer and after this time is again re-employed in a temporary or spareboard capacity, the employee shall not be eligible to have such prior service counted towards seniority;
- (iii) Spareboard employees shall be eligible for preference over non-employees when filling temporary appointments, as defined in Section 1.05, provided the spareboard employee has the qualifications, experience, skills and ability to perform the work in question. Nothing in this Section is intended to require that employees hired by the Board must first have worked in the spareboard before being hired;
- (iv) When a spareboard employee is placed in a regular position on a temporary basis, as defined in Section 1.05, for a period of longer than three (3) months, the spareboard employee shall occupy the position which has the lowest number of hours per shift in that classification and school. The remaining regular employees currently working in that classification and school shall occupy the remaining positions in that classification and school having a greater number of hours, on the basis of their seniority;
- (v) Temporary Employment

When the Board has continued the employment of a temporary employee for an accumulated twenty-four (24) months and that employee is subsequently deemed redundant, their employment may continue with the Board on the spareboard provided the following conditions are met:

- A. There is a vacancy on the spareboard and the employee possesses the necessary qualifications, skill and ability; or
- B. The employee has previously completed six (6) consecutive months on the spareboard and has more spareboard seniority than a current spareboard employee.

In the event that more than one person applies for a single position on the spareboard, the qualified senior employee will be offered the position.

When a temporary Capital employee is transferred to the spareboard, he/she must initially commit to remain on that list in the Operations Department for a continuous period for a minimum of six (6) months.

Temporary employees on the spareboard list will remain on this list until such a time as they are recalled to a Capital or Maintenance position. If a temporary employee currently on the spareboard list has not been recalled to a Capital or Maintenance position prior to May 1 of each year, they will not be considered for Capital or Maintenance work between the months of May 1 to August 30.