



Did you know?

The Benefits of Seniority

What is seniority?

Experience is valuable! Seniority is the amount of time you have worked for your employer. In many unions, such as ours, there are formalized rules and advantages for workers who have more seniority. These advantages are typically not received by people in non-unionized workplaces.

How do you earn seniority?

For union members, you earn seniority by working for your employer in continuous service. Seniority dates begin from your date of hire. If you go on approved leave, you continue to accrue seniority for the first 12 months (or 24 months in the case of illness). After that, you do not lose seniority, but you will not accrue any more until you return from leave.

What are some advantages of seniority?

Vacation: If there is a vacation scheduling conflict between two employees, one vacation period per calendar year you can use seniority as the determining factor for who is approved for vacation. See Collective Agreement Article 16 for details.

Hiring: Seniority is a factor in the hiring process of qualified applicants, counting for 5% of the points. The most senior qualified applicant will receive 5%, and everyone else will receive a pro-rated percentage of points based on their years of seniority relative to the most senior qualified applicant.

Permanent additional hours: In the case of the employer deciding that instead of filling a position that has less than 20 hours a week, they will give the hours to current positions, seniority is one of the factors that determines which positions will receive the additional hours.

Bumping: In the event of layoffs, the most senior person to be laid off may choose within 21 calendar days to either accept the layoff or to bump a more junior employee. The next most senior person then has 7 calendar days to choose, and so on. If you are laid off, you retain your seniority for up to 24 months. See Article 7.08 for more details.

Can you lose your seniority?

You will lose your seniority if your employment ends for any reason (see Article 5.03).

How much seniority do I have?

You can check the seniority and classification list on the Intranet!

