

investigating or processing grievances or negotiating the renewal of the Agreement, but not including arbitration.

The Employer will also pay committee persons and stewards doing bargaining unit work at their regular straight time hourly rate without loss of seniority for attending meetings involving Human Resource Services, or designate, during regular working hours.

L6.04 The Union and the Employer agree that they will attempt to keep meetings outside of regular working hours to a minimum.

Where it is not possible to do so, stewards who are required to attend meetings at the request of the Employer will have that time counted against their shift. This clause is inclusive of labour management meetings.

L6.05 Every employee will be notified of the name of their immediate supervisor. For purposes of this Collective Agreement, an employee's immediate supervisor will be the supervisor outside the bargaining unit.

ARTICLE L7 - EMPLOYEE DEFINITION

L7.01 Permanent Employees

Permanent employees are those who have obtained a permanent position and who have completed their probation period as defined in Article L8.02.

L7.02 Casual Employees

a) Casual employees are defined as follows:

- (i) employees hired for a specific term to cover the absence of a permanent employee up to and including ninety (90) working days; or
- (ii) employees hired to provide temporary assistance above the normal complement or to work on special projects for periods not to exceed ninety (90) working days, unless otherwise agreed by the Union and the Employer;
- (iii) notwithstanding (i) above, in the case of pregnancy/parental leave and extensions, casual employees may be employed for the duration of the leave.

b) Casual employees as described above will be subject to the terms and conditions of this agreement, with the exception of the following articles:

- (i) Article L8 – Seniority – See also **Central Agreement C10.00**
- (ii) Article L10 – Layoff and Recall
- (iii) Article L13 – Recognized Holidays
- (iv) Article L14 – Leave of Absence

- (v) Article L15 – Benefits with the exception of Article L15.03
 - (vi) Article L16 – Vacation
 - (vii) Article L17 – Sick Leave - See also **Central Agreement C6.00**
 - (viii) Article L18 – Retirement Gratuity
 - (ix) Pension Eligibility subject to OMERS Act and Regulation.
- c) Casual employees will be paid holiday pay if they qualify for a recognized holiday (in accordance with Article L13 by working their scheduled shift before and after the recognized holiday, and further provided that they work not less than ten (10) days in the thirty (30) working day period prior to the recognized holiday.
 - d) Casual employees will be paid the lowest rate of pay for the job to which they are assigned as per Article L23.03.
 - e) Casual employees will be paid four per cent (4%) vacation pay with each pay.
 - f) Casual employees will remain on the casual list from year to year until the employee requests removal in writing, or unless removed by the Employer for one of the following reasons:
 - Failure to accept work when contacted for an assignment on five (5) separate days within the school year when the employee has indicated that they are available to work.
 - Failure to answer when contacted by the dispatch system for a period of twenty (20) consecutive instructional days within the school year, without prior approval of the Human Resource Services.
 - Failure to cancel an accepted pre-arranged daily assignment on three (3) occasions per year without providing the Employer with twenty-four (24) hours notice preceding the commencement of the assignment.
 - Just cause
 - g) Casual employees who are unavailable for any period of time less than two (2) weeks are responsible for making themselves unavailable for that period of time. Periods of unavailability for more than two (2) weeks are subject to approval of the Human Resource Services.

ARTICLE L8 – SENIORITY

L8.01

- a) The seniority ranking in the last posted seniority list at the date of ratification will be deemed to be fixed and accurate. Employees will have thirty (30) days following ratification to dispute their placement on such list and request reconsideration of that placement through Human Resource Services.