



### **Some Sample Frequently Asked Questions Regarding Seniority**

- Q:** I've worked at Mac for 10 years, but was off twice on Maternity Leave. Did I lose Seniority?  
**A:** No, Maternity Leave is considered to be approved leave and not a break in service. Other examples of approved leaves are listed in Article 16 of the Collective Agreement.
- Q:** My Job runs from September to April each year. Do I have seniority entitlement?  
**A:** Yes, such sessional positions of 910 hours or more per year are included in Seniority calculations.
- Q:** If I worked a series of contractually limited positions on Roll 3 before becoming a continuing salaried staff member, when does my Seniority begin?  
**A:** Your Seniority Date is the first date of the first contract for which all of your following gaps of service were less than one month, or which follow the pattern of a Sessional Employee (e.g. September to April).
- Q:** I work at McMaster but was in another non-CAW bargaining unit in a different union until last year. When does my Seniority Start?  
**A:** Your Seniority starts as of the date you entered the CAW Local 555 Bargaining Unit. However, the University should give you credit for your previous service for vacation entitlement. If you were in the hourly pension plan, your pension credits may be transferable to the salaried pension plan.
- Q:** I was in a CAW Local 555 position for 5 years, and then left the University for 5 years, and now I've been back in a CAW Local 555 position for one year. When does my Seniority begin?  
**A:** Your Seniority begins with your latest entry in the CAW Local 555 Bargaining Unit. You have one year of Seniority.
- Q:** I have been in a CAW Local 555 position for 5 months and have one month left in my probationary period. When does my Seniority begin?  
**A:** When you have completed your probationary period, your Seniority will be retroactive to your date of hire.
- Q:** I was in a TMG confidential position for 5 years, and now I've been in a CAW Local 555 position for two years. When does my Seniority begin?  
**A:** Your Seniority begins with your last entry in to a CAW Local 555 eligible position. You have 2 years of Seniority.
- Q:** I am currently in a TMG managerial position. I am considering applying for a CAW Local 555 posted vacancy. Will my seniority include the time I was in the TMG job?  
**A:** No. But the University would give you full credit for this period of work for purposes of: vacation entitlement; length of McMaster service for the purposes of severance pay; pensionable service credits; and cumulative service for the purposes of the (length of) Service Awards.
- Q:** I used to be in a CAW Local 555 job for eleven years, but have been in a managerial TMG position for 18 months. I would like to apply for a CAW Local 555 posted vacancy. Do I get my CAW Local 555 seniority back?  
**A:** No, unless the TMG job had been a career growth position, as in Article 19.02, by which your previous position was held for you to return to and you continued to pay CAW Local 555 dues, then the length of time in the TMG position (e.g., 18 months) would not count toward CAW Local 555 seniority.

**Q:** Is seniority used for calculating vacation entitlement?

**A:** Vacation entitlement is related to the length of McMaster University employment, which may be different from Seniority. In some cases McMaster has granted vacation entitlement to employees who have service with a related employer and who have transferred to Mac from that related employer. Examples are Hamilton Health Sciences Corporation. In the case of a conflict in vacation scheduling, Seniority may be used for determining which Member has priority.

**Q:** Wasn't this matter already dealt with by Human Resources when they sent around the notice about the Cumulative Service Recognition?

**A:** The Cumulative Service program recognizes the total service of University employees including previous periods of employment that were interrupted by a period of not working for the University. If the gap in employment is more than one month or the work does not fit a seasonal/sessional pattern, then service which may have qualified for Cumulative Service will not qualify for CAW Local 555 Seniority. Total Cumulative Service counts toward three things: the recognition awards for 15, 20, 30, and 35 years of service; vacation entitlement; and severance entitlement (except for a period in which a severance was already paid). CAW Local 555 Seniority is used for the things that are listed in the document *What Seniority Is Used For*. The fact that the university has recognized cumulative service does not guarantee an adjustment to your seniority date.

**Q:** Hasn't the University already recognized temporary/casual service for many things?

**A:** Yes. Through the Cumulative Service program the University encouraged Employees to make a claim for periods of such service. However, the first time it became possible for Members of the CAW Local 555 bargaining unit to get credit for such service for the purposes of Seniority was with the Collective Agreement, effective 16 June 2003.

