

TERM EMPLOYEES AND UWOSA

What are Term Employees?

Term employees are employees who meet all of the following criteria:

1. Hold positions recognized as being in the bargaining unit under Article 2 of the Collective Agreement.
2. Regularly work more than 24 hours per week (Article 2.01(h)).
3. Are employed for 24 months or less in the position. If the initial term is less than 24 months, UWO may extend it a maximum of twice, as long as the total time does not exceed 24 months (Article 42.05).
4. Are doing work which UWO reasonable expects at its commencement will end within 24 months, and the end date is specified at the commencement of the appointment, subject to extension as above (Article 42.01(c)).
5. Are employed for more than 8 months in any 24 month period in any term position (Article 2.01(l)).

What Sections of the Contract Do Not Apply To Term Employees?

Term employees are members of UWOSA with the same rights as other employees, with the following exceptions (all reference Appendix A, Article 1.00, unless otherwise noted):

1. No seniority is accumulated while a term employee. However, if the position later becomes Continuing or Sessional, and the term employee is the successful candidate, then seniority is backdated to the last date of hire, excluding weeks where the hours worked were 24 hours or less.
2. Term employees may be discharged for any reason, unless the discharge is shown to have been in bad faith.
3. Do not have displacement ("bumping"), recall, or preferential placement rights.
4. Receive vacation pay as provided by the Employment Standard's Act (currently 4% of wages) rather than as specified in the Agreement. Term employees are entitled to two week's vacation after completing twelve months of service (which would be unpaid if vacation pay has already been paid, typically added to the earnings each pay period).
5. Are not covered by the Articles which allow for unpaid leaves of absence, reduced responsibility, or time off in the case of political candidacy. They are entitled to compassionate leave, and time for medical appointments.
6. Do not receive sick leave as specified in Article 24 of the contract. Term employees are entitled to 5 sick days per year if employed in a contract which exceeds 8 months (Appendix A).
7. Receive no major medical, vision care, or LTD benefits.
8. Do not receive overtime payment as described in the contract – the Employment Standards Act applies.
9. Are not required to be given annual increases or PTR. However, must be kept in line with the minimum grade for their classification if it increases (Article 45.03).

Important Rights Term Employees Do Have

There are a number of important rights term employees should be aware they have:

1. After 6 months in a position, they can apply for job postings, and they apply as internal candidates (Article 12.04).
2. Must be paid at least the minimum of the classification within which their position falls (Article 45.03).
3. Receive all paid holidays in accordance with the Agreement, including Statutory Holidays, President's Day, Designated Days (Christmas Closing), and the UWOSA floater day (Article 21).
4. Are entitled to leave for medical and dental appointments without loss of pay (Article 25).
5. If terminated before the end of the contract for reasons other than just cause, are entitled to 2 weeks notice (or pay in lieu) the first year, and 4 weeks after the first year (Article 42.08).
6. Are represented by UWOSA in matters related to the Collective Agreement, including access to the grievance procedure (Articles 2, 8, & 9).
7. Are full members of UWOSA, with the same membership rights as those holding Continuing or Sessional positions. In particular, they may vote at Membership Meetings, and may hold elected office within UWOSA (UWOSA Constitution and By-Laws).
8. Are entitled to apply to UWOSA positions as internal candidates for 6 months after the end of term employment.
9. Are entitled to the Educational Assistance Plan as long as their course begins and ends during the expected duration of their employment (Article 22).