# Temporary Employee Contract Options (Less than 1 year)

Effective May 2, 2021, introduction of new **Short-Term Employee** Category

<table>
<thead>
<tr>
<th>Casual Employee</th>
<th>Temporary Employee</th>
<th>Unifor Unit 1 Short Term Employee Effective May 2, 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>No specified schedule</strong></td>
<td><strong>Duration of contract is up to 6 months</strong></td>
<td><strong>Duration of contract is 6 to 12 months</strong></td>
</tr>
<tr>
<td>May be an indefinite duration</td>
<td>Part-time or full-time hours, consistent schedule.</td>
<td>Unionized position, for part-time or full-time hours, consistent schedule.</td>
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<tr>
<td><strong>Best practice to renew annually.</strong></td>
<td><strong>Extensions only granted up to 6 months</strong></td>
<td><strong>Extensions only granted up to 12 months. If the extension is greater than 12 months, the position becomes Unifor Limited Term position.</strong></td>
</tr>
<tr>
<td>No employee or employer paid benefits; Employee earns 4% vacation pay on each cheque.</td>
<td>No employee or employer paid benefits. Employee earns 4% vacation pay on each cheque.</td>
<td>Employee accrues vacation, and can request paid vacation time, shift premiums, Overtime, Holiday pay. Employee pays Union Dues.</td>
</tr>
</tbody>
</table>
New “Short-Term Employee” Category

Effective May 2, 2021

New STE Highlights

- Included in Unifor Unit 1 Bargaining Unit
- Appointments with duration of 6-12 months

- New “Short-Term” starting Wage Rate
- Flexible Hiring Process (option to use competitive process under collective agreement)
- Seamless extension of all appointments, where needed
- Paid vacation accrual (vs. vacation pay)
- ESA notice provisions to end contract
- See Appendix V of the Unifor Unit 1 Collective Agreement for full list of applicable articles
Roles NOT included in Unifor Unit 1 scope
Specific exclusions for:

- Full-time students enrolled at McMaster
- Research Associates (Academic) employed in that capacity for less than two years (after two years they shall be in the Bargaining Unit), Post-Doctoral Fellows, Clinical Scholars, Clinical Fellows, Research Fellows, Teaching Fellows, Conversational Assistants, Visiting Scientists, and Visiting Professors;
- Individuals hired into positions that are created for recruitment of graduate students, co-op placements, internships, and similar experiential learning placements
- Invigilators
- Standardized Patients
- Employees in certain positions in offices across the University (see Article 2 for full list)
- Casual staff