

Temporary Employee Contract Options (Less than 1 year)

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

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

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:



Exclusions

- 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