

For HSAA Technical Employees – Draft Changes to Article 12

As of ratification of the new collective agreement (on November 30, 2015), *Article 12 – Promotions, Transfers and Vacancies*, has undergone the following changes:

Article 12.3:

- All bargaining unit members will have primary consideration for all vacancies in accordance with 12.8.

Article 12.7:

12.7.i

- For a temporary position, once a vacancy has been posted and an applicant has been selected as per Article 12.8, the successful applicant shall not be eligible to apply for any other temporary position until four (4) calendar weeks prior to the end of their present term.

12.7.ii

- For a permanent position, once a vacancy has been posted and an applicant has been selected as per Article 12.8, the successful applicant shall not be eligible to apply for any other position until they have completed nine hundred and thirty (930) hours worked in the position.

12.7.iii

- For temporary or permanent positions, once a vacancy has been posted and a successful applicant has been selected as per Article 12.8, the successful applicant shall not be eligible to request a decrease of regular hours as per Article 83 until they have completed nine hundred and thirty (930) hours worked in the position.

12.7.iv

- All posting applications will be submitted electronically on the approved CLS form.

12.7.5

- no change

The rest of Article 12 remains unchanged.

Below is the **Eligibility Matrix**, which is a tool to assist you in determining if you are eligible to apply for a position based on your current position and in accordance with Article 12.7. For further assistance, please see the CLS Iweb, Corporate Departments, Human Resources, HSAA Information, CA Changes FAQ's.

ELIGIBILITY MATRIX					
Present Position Status					
		<i>Regular Position (Own Position)</i>	<i>Temporary Position (Term Position)</i>	<i>Regular Position in a Temp Role (Term Position)</i>	<i>Casual Position</i>
Posted Position	<i>Regular (Perm) Position</i>	Must have worked 930 hours to apply	Eligible, no criteria	Eligible, no criteria (would have worked 930 in regular role first)	Eligible, no criteria
	<i>Temp Position</i>	Must have worked 930 hours to apply	4 weeks or less to end of current temp role	4 weeks or less to end of current temp role	Eligible, no criteria