INCUMBENCY AND SENIORITY

HOW THE HIRING PROCESS WORKS

Job is Posted[1]

↓

Incumbent(s)[2] applied?

Yes → Incumbent with most seniority points[3] is appointed

No → Qualified 4600 member applied?

Yes → Qualified 4600 member with highest seniority appointed

No → External candidate appointed



[1] Job Posting Period:

Fall and Winter courses: May 1 and May 31.

Summer courses: December 15 and January 31.

Note: Any 'late' course postings must remain posted for 14 days.



[2] Incumbency:
After you teach a course, you gain 5 years of incumbency for that course.



[3] Seniority
Seniority points are acrued based on course load.
e.g., 0.5 credit course = 0.5 seniority points

Seniority points typically expire after 24 months without a contract.

Note: For this Collective Agreement the expiration period has been extended, points will not expire until August 31, 2028.