

The Seniority List De-Mystified

The Collective Agreement Article C.2 addresses seniority of teachers on continuing contract with SD No. 79. The article requires a list to be produced by October 15 of each year so that members can check the accuracy of their status in the district. By November 15 the president signs off on the document and it becomes the official approved document. Unfortunately this process has happened a bit later in the year due to the increase in new members porting seniority and difficulty getting the information from their old districts.

Let's examine a hypothetical list to demystify the information provided on the seniority list.

ORDER	NAME	LOCATION	SEN DATE	ADJ DATE	GA/ SD79	TOC	SERV OTHER	LETTER
1	Nona, Strega	De Paolo	09/01/75	09/01/75	0.0000	N	23.000	06/15/75
2	Jacques, Brian	Redwall	09/01/75	12/01/77	2.0000	A	5.0000	08/26/94
3	Potter, Harry	Hogwarts	09/01/03	09/01/03	1.0000	A	0.0000	06/30/98
4	Weasley, Ron	Hogwarts	09/01/03	09/01/03	0.0000	A	0.0000	09/27/03
5	Granger, Hermione	Hogwarts	09/01/03	09/01/03	0.0000	N	2.0000	07/28/03
6	Malfoy, Draco	Hogwarts	09/01/03	09/01/03	0.0000	N	0.0000	08/29/03
7	Weasley, Jenny	Hogwarts	09/01/03	09/01/03	0.0000	N	0.0000	08/30/03

The meaning behind each column on the list is directly connected to Article C.2.

Strega Nona and Brian Jaques are the most senior teachers as their SEN DATES are the earliest. Strega Nona is more senior as Brian Jaques took two years of deferred salary leave and has had his seniority adjusted accordingly.

The SEN DATE is the start date a teacher has begun his or her **continuous** service. Continuous means without a break in service and does not specify temporary or continuing contracts.

The other four columns are commonly known as the tie-breakers and are listed in order as mentioned in the contract and **only** apply when determining the higher seniority of teachers who were employed on the **same day**. In the example, all five employees from Hogwarts have the same SEN DATE of 09/01/03.

How is their order of seniority determined? Articles C.2.3, C.2.4, C.2.5, and C.2.6 are used to determine the order.

Using the column identified as GA/SD79, which pertains to Article 350.3, Harry Potter is the most senior member of that group as he has the greater aggregate employment. The others do not have aggregate employment, therefore, other criteria is used to determine their employment.

Ron Weasley has been an active TOC (A means been active, and N means never been active) in the district, but Hermione Granger, Draco Malfoy, and Jenny Weasley haven't been so Ron's seniority has been determined but not the other three.

Article C.2.5 is the next tie-breaker and the greater seniority is determined by the total number of years of service in other districts. Hermione has had 2.000 years in another district and therefore is more senior than Draco and Jenny.

Article C.2.6 is the last tie-breaker and is the final column (LETTER) and it identifies the earliest notice of appointment a teacher has received by the employer. Draco was hired one day prior to Jenny and therefore is more senior.

PLEASE examine ARTICLE C.2 for the exact wording of the collective agreement. If you have any concerns do not hesitate to contact the CVTU office at 748-2251.