

CUPE Unit 1: Part-Time & Sessional EXPERIENCE POINTS / SENIORITY FOR INSTRUCTOR TRACK OR “NEW INSTRUCTORS”

Definition:

- Instructors hired after August 15, 1993 and therefore, ineligible to acquire priority of consideration.
- Senior A and B instructors who have lost priority of consideration.
- Senior A and B instructors who have accepted a severance package and (after 2 full academic years) are applying for 1 part-time course.

Acquisition of Seniority Credits:

- Instructors hired after December 16, 1996 will be granted seniority after completing 3 semesters of teaching within 30 months and receiving a satisfactory review performance by the IAC and subject to the Dean’s approval.
- Instructors hired between August 16, 1993, to August 15, 1996 who have not completed 3 semesters of teaching will be granted seniority immediately after the third semester of teaching.
- Instructors who were hired before August 16, 1993 and who lose their priority of consideration status will be granted seniority for the next hiring process.

Maintaining Seniority credits:

- Upon completion of 6 academic terms, Instructors in the Instructor track may maintain their seniority credits through an educational upgrade upon appointment to a posted vacancy within 5 years from the date the educational upgrade was undertaken. Instructor’s seniority shall lapse upon appointment to a posted vacancy after 5 years from the date educational upgrade was undertaken.
- **Political Leave** - Where instructors are elected to public office, no seniority credits accrue during the period of non-employment, however, upon applying for posted work and being appointed, the instructor may retain the seniority credits they had on their record prior to the political leave for a maximum of forty-eight consecutive months, after which, the instructor’s credits shall lapse and are not redeemable.

Loss of Seniority credits:

- Experience credits shall lapse after a period of 24 consecutive months in which no employment relationship exists with the University as an Instructor

Seniority Credits Accumulation:

- **Effective August 16, 1992:**
 - 1/3 unit of credit per semester for part-time appointments (less than 9 semester hours)
 - 1/2 unit of credit per semester for sessional appointments (full or reduced – 9 hours or more)
 - total credits shall not exceed one and one-half (1 and 1/2) for any single academic year.

Seniority Principles:

- Experience points are accrued in individual departments/schools.
- Continue to accrue experience credits:
 - In instructor received release time to perform major additional duties
 - During maternity leave
 - During disability leave (75% of remaining salary of contract)
 - During parental leave

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