



FÉDÉRATION DU PERSONNEL DE SOUTIEN  
DE L'ENSEIGNEMENT SUPÉRIEUR (CSQ)

## INFORMATION CAPSULE

### DID YOU KNOW...

#### **THE SENIORITY LIST AT THE BEGINNING OF THE COLLECTIVE AGREEMENT**

A new seniority list is established by the College at the beginning of each new collective agreement. Our present collective agreement came into force on June 21, 2016.

Within ninety (90) calendar days following the date of the coming into force of the collective agreement, the College shall post a seniority list which is established at the date of the expiry of the 2010-2015 collective agreement. (5-3.01, para. 1)

This seniority list shall be posted for a duration of sixty (60) calendar days. During the posting period, the Union, or any employee acting through the Union, may contest the calculation of an employee's seniority by presenting justifications for this protest. (5-3.01, para. 2)

The employee's contesting may involve corrections of the calculation of seniority in previous years, as long as justifications for this contesting are provided by the employee or the Union.

Upon the expiry of the posting period, the list in seniority order shall become the official list subject to any contesting lodged. (5-3.01, para. 3)

Corrections made to the list can only have the effect of changing an employee's seniority and the results of such changes cannot be retroactive beyond the first day of the posting of the list. Afterwards, no further correction can be made to the seniority list. (5-3.01, para. 3)

The way that seniority is calculated is outlined in clause 5-3.03 of the collective agreement.

So, while the seniority list is posted, take a few minutes to verify that the calculation of your seniority is accurate and contact your Union if you detect an error.