**Article 19: Internal Transfers**

**Amend 19.01 to add a definition of ‘seniority’:**

~~All Employees shall hold positions on the seniority list according to their accrued length of service from the date of their commencement of employment with WLUFA.~~ Seniority is defined as the length of employment with the Employer or successor. Each Employee shall begin to accrue seniority upon the commencement of their employment with WLUFA. Seniority for part-time and casual Employees shall be calculated on an hourly basis with 1820 hours equalling one year of service. Seniority is used to determine, within the Bargaining Unit, priority for appointments to vacant and new positions (as per Article 18), layoff and recall, vacation scheduling and any other rights or benefits to which seniority applies in this Agreement.

The above Article is tentatively agreed to by the Parties.

Dated at Waterloo, Ontario this day of \_ , 2018.

CUPE 1281 WLUFA Sub-unit Wilfrid Laurier University Faculty Association

Bargaining Committee Bargaining Committee

per \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ per \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Chief Negotiator Chief Negotiator