

7. Seniority

Seniority shall be the determining factor given equality of experience, education, skills and knowledge in position selections for promotion, transfer, change or recall. Seniority shall be calculated based on the total number of hours worked per category.

(a) Seniority defined

- (i) Service seniority: means an employee's length of continuous service with the Society.
- (ii) Classification seniority: means an employee's length of service in their present job classification.
- (iii) Program seniority: means an employee's length of continuous service with a particular individual or in a particular program.

(b) Wages and benefits implications of seniority

- (i) Employee benefits, vacation and sick accruals, are based on service seniority.
 - a. Employee benefits, vacation and sick accruals will be retained when an employee moves from one job classification to another, according to the Society's personnel policies.
- (ii) Employee pay rates are based on job classification and hours worked. Pay rates are posted on a 4-tiered grid for each job classification – see Personnel Policy #8 “Payment of Wages.”
 - a. Employees who move from one direct support classification to another direct support classification will transfer into a commensurate level on the pay grid.
 - b. Employees who move from a direct support classification into a manager position will transfer into the start rate for the manager position, unless otherwise approved by a Director.