

## **Path to Permanent Employment, Paid Training, Late Wage Compensation: Casuals Concludes Second Meeting**

On November 21st, the Casual Bargaining Committee held their second negotiating meeting with the University. We went to the table with the following members: Luke Daccord, Stanley Treivus, Alex Koumantaros, and Shayan Malik.

One of the biggest issues we've heard from casual members is the lack of job security and a path to permanent employment. In response, we presented proposals aimed at enhancing job hiring preference and conversion. We believe that if a casual member applies for an FTPT position, and is already in an equivalent position, they should have preference over external applicants. There should also be fewer barriers to converting non-student casuals to FTPT, and our proposal reduces the strict threshold that casuals need to meet.

We also tabled a proposal to ensure all workers are paid for job-related training. Workers often complete online without getting paid and are not fully compensated for all hours spent completing certifications, such as First Aid/CPR. Furthermore, recognizing the recurring issue of missed or incorrect wages, we also tabled a proposal for compensation to cover financial losses incurred by our members.

**See below for more details. To see our full proposals, please visit [3261.cupe.ca/proposals](https://3261.cupe.ca/proposals)**

### 1. Seniority and Preferred Hiring

- Casual workers applying for a full-time or part-time (FTPT) position, within an equivalent classification (e.g., a Casual Cafeteria Worker applying for a Cafeteria Worker role), and meeting the qualifications, will be given preference over external candidates.
- Upon transitioning to an FTPT role, all prior hours worked as a casual will be credited against the probationary period.

### 2. Conversion

- Reduce the time it takes to convert from two years to one year.
- Introducing a new proposal to consider cumulative hours over two years for conversion instead of relying solely on biweekly pay periods.

### 3. Training

- Ensure all time taken to complete training and certifications is fully paid

### 4. Late Wage Compensation

- In the event a worker receives incorrect pay, the employer will compensate for any potential financial losses (e.g., interest, fees, penalties, etc.)

The University did not formally respond to our proposals.

Next negotiation dates:

Nov 28: Chestnut / Nov 29: Casual & FTPT (½ each)