2022

NAPE
Newfoundland and Labrador Association of Public and Private Employees

USHERS Tentative Agreement

PUBLIC SECTOR RATIFICATION VOTE

USHERS

Article 2 – Definitions

2.01(l) "probationary period" means a period of **four (4) months from date of employment, which shall include a minimum of fourteen (14) shifts worked. The Employer may extend the probationary period.** ~~**period from date of original employment until December 31st, for employees who are hired in September or the period from original date of hire to June 30, for employees hired in January. In cases where hiring occurs in a month other than September or January, the probationary period means a period of six months from the date of employment.**~~

Article 20 – Seniority

20.01(c) **Where two (2) or more employees have the same date of hire, seniority shall be determined by a random draw conducted by the employer. The employees and their union representative shall be permitted to be present during such draws.**

Article 24 – Uniforms

24.01 The employer shall provide the following uniforms free of charge to the employees: **2 pair pants, 2 long sleeve shirts, 2 short sleeve shirts.** Items may be replaced at any time if deemed necessary by the employer upon inspection.

(b) ~~**These uniforms are not the personal property of the employee and may not be removed from the Employer's premises. The Employer shall launder the uniforms when required.**~~

SCHEDULE "A"

The Employer recognizes that there needs to be maintenance of wages such that they do not fall below minimum wage.