



Changes Specific to the **Ushers** Tentative Agreement 2022-26

DISCLAIMER:

If there are any discrepancies between this document and the official tentative agreement or interpretation thereof, the latter shall prevail.

This document is meant for information purposes only. Members should read the entirety of their tentative agreement and ask questions, if necessary, before casting their vote.

The following is an overview of the changes contained in the Ushers tentative agreement.

Article 2 - Definitions

2.01 (I) – “probationary period” means a period of four months from date of employment, which shall include a minimum of 14 shifts work. The employer may extend the probationary period.

EXPLANATION: This new definition provides consistency for all new employees regardless of the time of year they hired. The minimum 14 shifts worked is necessary for a newly hired employee to become familiar with the responsibilities required with their position.

Article 20 – Seniority

20.01 (c) - Where two 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.

EXPLANATION: This procedure is commonly used in other NAPE bargaining units. Currently when two or more employees have the same date of hire, seniority is determined by one’s name. The employer goes by alphabetic order. For example, someone whose last name begins with A will have an unfair advantage over anyone whose last name begins with B.

Article 24 - Uniforms

24.01 (a) 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 anytime if deemed necessary by the employer upon inspection.

EXPLANATION: This language is more specific. Previous language just stipulated that the uniform shall include a sweater.

Still have questions about your collective agreement?

Call 1-833-414-1097 or 709-754-9062.

This hotline is staffed:

September 21-25 from 9 am to 8 pm NDT

September 26 from 9 am to noon NDT

NAPE