



Know Your Contract

Article 13- Promotions and Staff Changes

CAREER PROGRESSION

Both CUPE 1858 & VIU SUPPORT “*the principle of career progression...*”

OPPORTUNITIES: [Career Opportunities](#)

- **Qualified** internal CUPE members are considered before external applicants
- Postings are on the website for a minimum of **seven working days**
- If you are interviewed, you will be notified of result within **seven working days**
- Trial period in a new position is **three months**, with extension available by mutual agreement
- Normally, no employee shall be required to serve more than one (1) trial period in the same position

POSTING INFO

- Must match the *Job Evaluation rating*
- Current pay level
- Hours of work
- Other relevant details

ROLE OF SENIORITY

- *Skill, knowledge and ability* is the **primary consideration** for promotions, transfers or filling vacancies **AND**

“where such *qualifications* are relatively equal” *seniority* determines the outcome.

NOTIFICATIONS

- The union is notified of all staffing changes within the bargaining unit
- The name of the successful applicant shall be conveyed to each interviewed applicant within the bargaining unit within seven (7) calendar days of the date of hire
- Members with unsuccessful interviews can request from the employer **reasons** why they were unsuccessful

RIGHT TO GRIEVE

[Connect with a Steward](#) if you feel that you were unfairly denied a promotion, transfer, or you were demoted.

[Click here for more about Article 13](#)