

## **HIRING OF UNIONIZED STAFF**

### **Background**

It is the practice of the District to hire the best qualified person available at the time of hiring for a particular position.

### **Procedures**

1. Our hiring practices will provide:
  - 1.1. Opportunities consistent with collective agreements between the Board as the employer and its unionized staff;
  - 1.2. Opportunities for fair and transparent processes.
2. The hiring of unionized staff is administered by the Director or Human Resources.

Each year as part of spring staffing, consultation will take place with union executives to establish a staffing timeline, discuss anticipated staffing changes of unionized staff at each school/location and review the staffing processes for unionized staff .

Reference: Sections 17, 18, 20, 22, 23, 65, 85 School Act  
Employment Standards Act  
Collective Agreements

Adopted: April 24, 2012  
Revised: June 25, 2019