

March 13, 2021

Employer Proposal re Unit 2 Article 12.04.2

corresponds to CUPE proposal #40

- 12.04.2 (i) Where the applicants for a position have no previous applicable prior experience or have equivalent applicable prior experience and meet the ~~same levels of~~ Required and ~~or~~ Preferred qualifications (or Required qualifications where no applicant has the Required and Preferred qualifications) as posted, the position shall be awarded to such an applicant who a candidate is also has self-identified as a member of one or more Equity Groups ~~of the five employment equity seeking groups otherwise under-represented in the hiring unit for bargaining unit work.~~
- (ii) Save and except for courses taught under 12.21, when a position is being posted in ~~the Hiring an Academic Unit~~ for the first time, priority will be given to applicants with the most applicable prior experience that meet the Required and ~~or~~ Preferred qualifications (or Required qualifications where no applicant has the Required and Preferred qualifications) as posted and who have self-identified as ~~are~~ members of one or more Equity Groups, ~~of the five employment equity seeking groups otherwise under-represented in the hiring academic unit as demonstrated by available internal representation data for bargaining unit work per Article 5.03.3 using the process and definition of Intersectionality established in 5.03.5.~~