**ARTICLE 12 – PROMOTIONS AND STAFF CHANGES**

12.01 Vacancies in permanent positions, which the Employer intends to fill, shall be posted for seven (7) calendar days on the Union bulletin board.

12.02 When filling posted vacancies, the Employer shall give primary consideration to the qualifications, experience, skill and ability of the applicants within the bargaining unit for the position. When the qualifications, experience, skill and ability of two (2) or more applicants from within the bargaining unit are considered equal, seniority shall be the determining factor.

When there is no applicant who meets those factors from within the bargaining unit, external candidates may be given consideration, with first preference going to graduate students.

**14.04 Student Employee Work Scheduling**

 a) Student employees shall provide their availability for work, and this availability should be updated as their situation changes.

 b) There are four (4) distinct student employee classifications for scheduling purposes:

 1. Bar Staff

 2. Kitchen Staff

 3. Serving/Support Staff

 4. Shift Supervisor

c) Shift Supervisors have a responsibility to direct and monitor the work of other members of the bargaining unit. There shall be one (1) Shift Supervisor scheduled when a Manager is not scheduled or is unavailable for a duration of one (1) hour or longer. When assigned, the Shift Supervisor shall receive a premium rate of pay in accordance with Schedule “A” of this Agreement. It is understood that these duties are in addition to the Employee’s regular duties. It is agreed between the Parties that student employees shall be given priority when appointing a Shift Supervisor.

d) Student employees shall be given priority and scheduled according to seniority, availability and ability and in accordance with Article 5.03 of this Agreement.

e) Student employees who cannot work scheduled shifts shall endeavor to find another student employee for that shift, while keeping the Food and Beverage Manager informed.

 f) Student employees who cannot work scheduled shifts due to illness shall provide the Food and Beverage Manager with as much advance notice as is possible. Those students shall not be responsible for finding replacements.

g) Student employees are required to work all scheduled shifts, unless they are sick and/or disabled, or they are otherwise unable to do so.

 h) On the first occasion that a student employee is absent from work in contravention of subsection (g), the employee shall receive a verbal warning; on he second such occasion the employee shall receive a written warning, and on the third such occasion, the employee shall be deemed to have resigned and his/her employment shall be terminated in all respects.

i) The Employer retains the right to cancel previously scheduled student work when operational needs require. The Employer shall provide at least forty-eight (48) notice to student employees scheduled to work or four (4) hours pay with the exception of “Sunshine Shifts”.

j) “Sunshine Shifts” are defined as shifts that occur during times of favourable weather to ensure that there is adequate staff on days when the patio sections are open. The Employer reserves the right to cancel “Sunshine Shifts”. When a “Sunshine Shift” cancellation occurs less than twenty-four (24) hours in advance, but more than two (2) hours in advance, the employee is entitled to two (2) hours pay. If less than two (2) hour notice is given by the Employer, the employee will receive four (4) hours pay.

k) To minimize the impact upon student employees, “Sunshine Shift” cancellations will affect the least senior employee within each relevant job classification.

**ARTICLE 18 – WAGES**

18.01 Employees shall be paid on a bi-monthly basis in accordance with Schedule “A” attached to and forming part of this agreement.

18.02 Increment Steps Defined

 a) Student Employees:

Student employees shall normally commence employment at increment Step 1 of their classification. Thereafter they shall qualify for each additional increment step as specified in Schedule “A” of this Agreement, beginning from their date of hire.

 b) Casual Employees:

Casual employees who have had their employment extended beyond four (4) consecutive months in accordance with Article 5.04 of this Agreement, shall advance directly to Step 2 of the increment steps specified in Schedule “A” and thereafter qualify for each additional increment step as specified in Schedule “A” of this Agreement, beginning from their date of hire.

18.03 There shall be an increase to the wage schedule, Schedule ‘A,’ every twelve (12) months by one percent for each one percent or fraction of one percent increase in the All Items Consumer Price Index for Vancouver commencing October 1, 2013. The amount of the increase shall be based on the percentage increase in June All Items Index of each year (over the June Index in the previous year).

**SCHEDULE “A”**

HOURLY WAGE RATES

Job Title Date of Hire Probation Completion At 18 Months

a.) Bar Staff $11.63 $13.19 $14.94

b.) Kitchen Staff $12.39 $12.86 $13.30

c.) Server/Support Staff $11.48 $12.18 $14.25

d.) Shift Supervisor Employees shall receive an additional 15% to their regular rate of pay when assigned Supervisor duties.