

7. **Seniority**

Seniority shall be the determining factor given equality of experience, education, skills and knowledge in position selections for promotion, transfer, change or recall. Seniority shall be calculated based on the total number of hours worked per category.

Seniority Defined

- (a) Service Seniority: means an employee's length of continuous service with the Society.
- (b) Classification Seniority: means an employee's length of service in their present job classification.
- (c) Program Seniority: means an employee's length of continuous service with a particular individual or in a particular program.