



January 20, 2020

**RE: Test of Chance Process**

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In accordance with Article 4 of the Component Agreement the Employer shall maintain a classification seniority list showing the date each regular employee commenced employment in their present classification. An up-to-date classification seniority list shall be sent to the Union prior to December 31 of each year.

The Employer and Union agree that the following test of chance procedure shall govern in the event that regular employees have the same service seniority:

- At the completion of the security officer qualification training, the Employer shall request the presence of an available union steward designated by the Local Chair;
- The test of chance exercise shall be facilitated in a private meeting area, away from the new employees;
- At the meeting, the Employer representative and Union steward shall use the process of drawing names at random to create a list ranking the new recruits for classification seniority purposes. This ranking will be reflected on each centre's seniority lists; and
- Following the draw, the Employer and the union will share the list with all affected recruits and will ensure the local seniority list is updated.

Dean Purdy  
For the Union

Stephanie Macpherson  
For the Employer

*Protect communities, reduce reoffending*

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