



Appointment Priority Policy for Specialist Instructional (CUPE 4163) Positions

Variance 1

Priority Group	Level
Masters Year 1 and Ph.D. Year 1, Ph.D. Years 2 and 3 (where previously appointed to a bargaining unit position)	1
Where previously appointed to a bargaining unit position, Masters Year 2 and Ph.D. Year 4 or 5	2
Other graduate students (in other years, not previously appointed, or from other departments)	3
Undergraduates	4
Others/non-students	5

Appendix A

From the Agreement between University of Victoria
and the

Canadian Union of Public Employees Local 4163 (Component 1 & 2)
September 1, 2014 – August 31, 2019