

HEAD CARETAKER PRE-QUALIFYING TEST PROCESS

Appendix C of the collective agreement between CUPE Local 1280 and the Board states that "Pre-qualified List A and Pre-qualified List B shall be such list of bargaining unit members that have pre-qualified, by such selection process that may be in effect from time to time, for posted Head Caretaker vacancies in Category A and Category B schools respectively." The Operations Department and CUPE Local 1280 have agreed on the following pre-qualifying process.

Employees wishing to pre-qualify for a Head Caretaker posting will be required to write pre-qualifying test(s). No exceptions will be made. Testing will occur approximately every six months.

Tests will be based on the Seneca College Heating 701 course and/or the Seneca College BESII course manuals, and/or the current Head Caretaker Manual.

There are four separate tests (see registration form). **Please review the following points carefully:**

- Assistant Caretakers registering to write the pre-qualifying test(s) will be required to write 2 tests:
 - A) 1) General Head Caretaker test
 - 2) Head Caretaker Mechanical test (Employee must attach copy of Heating 701 certificate OR Building Operator certificate to the registration form)

OR

 - B) 1) General Head Caretaker BESII test
 - 2) Head Caretaker BESII Mechanical test. (Employee must attach a copy of completed BESII certificate to the registration form)
- Head Caretakers currently in Category A schools (codes 1, 2, 3, 4, 5, and 6) registering to pre-qualify for Category B schools (codes 7, 8, 9 and 9+) will be required to write 2 tests:
 - 1) General Head Caretaker test
 - AND
 - 2) Head Caretaker Mechanical test.
- Head Caretakers currently in Category A schools who wish to pre-qualify for Category A or B schools requiring BESII will be required to write 2 tests.
 - 1) General Head Caretaker BESII test
 - AND
 - 2) Head Caretaker BESII Mechanical test. (Employee must attach a copy of completed BESII certificate to the registration form.)
- Head Caretakers currently in Category B schools who wish to pre-qualify for Category B schools requiring BESII will be required to write 2 test
 - 1) General Head Caretaker BESII test
 - AND
 - 2) Head Caretaker BESII Mechanical test. (Employee must attach a copy of completed BESII certificate to the registration form.)

The passing mark for all tests will be 65%. Employees must pass both tests to be short listed.

Employees will be advised of the results of their test scores by letter.

Employees will be eligible to re-write the test when the next test session is confirmed. However, each time an employee wishes to re-write the pre-qualifying test, they will need to register by the deadline date for that specific testing session. Human Resources will not keep lists of employees who do not pre-qualify or who wish to re-write.

If employees request to re-write the pre-qualifying test, the new test score will be the test score used from that point forward – even if it is lower than the previous test score.

If an employee's test results indicate that they have pre-qualified, their name, seniority date and the test results will be kept on a spreadsheet to be used when Head Caretaker positions are posted.

The pre-qualifying spreadsheet will be kept by the Human Resources department and is strictly confidential.

Employees' test results will be filed in the employee file within the Operations department and will be strictly confidential.

Pre-qualified employees will be short listed for 4 years following the date of the written test. Once the 4-year period expires, employees will be required to re-write the test(s).

Pre-qualified employees who bid on Head Caretaker positions will continue to be subject to the current posting/interview award process (seniority issues, any specific qualification/experience required as noted in the posting, successful positive recommendation from the SQS, test score, good attendance record, etc.)