

- .01 "Board" means the Red Deer Library Board, acting on its own motion or through its managers and professional staff.
- .02 "Demotion" means the movement of an employee for disciplinary reasons from one position to another position that has a lower classification, or one that has a lower base rate. The salary will be adjusted, as needed.
- .03 "Employee" means a person employed in the bargaining unit by the Board and in one of the following categories:
- (a) "permanent employee" means a full-time or part-time employee, other than a page, who is employed in a position established by the Board as a permanent position, and who has successfully completed the required probationary period;
  - (b) "probationary employee" means a full-time or part-time employee, other than a page, who is employed in a position established by the Board as a permanent position, and who is completing the probationary period;
  - (c) "temporary employee" means a full-time or part-time employee who is employed on a term-certain or call-in basis;
  - (d) "page" means an employee employed in the Page Classification.
- .04 "Full-time" means regularly scheduled employment for the normal hours of work as set out in Article 8 of this Agreement, averaged over the Departmental schedule.
- .05 "Part-time" means regularly scheduled employment other than as a Page, for less than the normal hours of work as set out in Article 8, but with a minimum of 11 hours per week, averaged over the departmental schedule.
- .06 "Promotion" means the movement of an employee to a posted different position, including a posted vacancy or a posted new position with a higher regular rate of pay than the employee's present position.

- .07 "Reclassification" means changes to an employee's current position and rate of pay in order to reflect changed and/or additional duties.
- .08 "Union" means the Canadian Union of Public Employees, Local 4810.
- .09 "Week" means a period of seven (7) consecutive calendar days commencing at 0001 hours, each Monday morning.
- .10 "Work day" means any day on which the employee is normally expected to be at work.
- .11 Whenever the singular is used in this agreement, it shall be considered as if the plural has been used where the context of this Agreement requires.