



## Appendix A Appointment Priority Policy for Specialist Instructional (CUPE 4163) Positions

**University  
of Victoria**  
Economics

Appointment Priority Policy - Variance 1

Priority Group	Level
Graduate students previously appointed to bargaining unit positions as incoming students, and who will be in their 2nd year of a Masters program or the 2nd through 4th year of a Ph.D. program	1
Masters Year 1 and Ph.D. Year 1	2
Ph.D. Year 2, 3, 4, or 5	3
Other graduate students (in other years, not previously appointed, or from other departments)	4
Undergraduates	5
Others/non-students	6

Appendix A From the Agreement between University of Victoria and the Canadian Union of Public Employees Local 4163 (Component 1 & 2) September 1, 2022– August 31, 2025