Examples for 4.8 Relative Equality (the 10% rule)

Clause 4.8.1 states "where the qualifications, skills, abilities, and experience of two (2) or more applicants are relatively equal, seniority shall be the deciding factor. Candidates will be considered relatively equal if their final scores are within ten percent (10%) of each other."
Please follow this procedure to determine relative equality.
As the union observer do not share your score with the other panel members. The other panel members will determine the final score to be used. Once determined use the examples below.

The calculation should be done as follows:

1. Calculate the total number of points available from the interview guide. If there are 10 questions each worth 5 points then the total available would be 50.

2. Calculate each candidate's score based on the total points given to them for their interview answers and create the fraction using their score over the total points available.

3. Convert this number to a percentage.

Example 1

Candidate One	Candidate Two	Candidate 3
35/50=70%	38.5/50=77%	29/50=58%
2600 days of seniority	2080 days of seniority	1300 days of seniority

Compare each candidate's percentage score. In Example 1 the difference between candidate one and candidate two is 7%. Candidate one has more seniority and the difference between one and two's scores is not greater than 10% so the senior candidate will be appointed.

Example 2

Candidate One	Candidate Two	Candidate 3
35/50=70%	41.5/50=83%	29/50=58%
2600 days of seniority	2080 days of seniority	1300 days of seniority

In Example 2 candidate two would be appointed as they have a score that is more than 10% higher than candidate one. The junior candidate will be appointed.

You must raise any objections to the scores given or the calculations at the time of the interview. When you leave the interview do not leave your notes or a copy of your notes.

If you do object or have any concerns with anything that occurred in an interview contact your local campus chairperson as soon as possible.