

“Rollover” From Temporary to Permanent Status

Conversion or a “rollover” occurs when a permanent employee in a temporary assignment or fixed-term position, or a fixed term (FXT) employee on a contract, is confirmed into the temporary or FXT position on a permanent basis. To be converted, you must meet a number of requirements depending on your situation as laid out below.

Conversion of a Temporary Assignment for a Regular (Permanent Employee

- A. If you are a regular employee, but you are currently in a temporary assignment that is a regular or permanent funded position, you can be assigned into this position on a permanent basis if :
- You have been in the position for at least 24 months; and
 - You competed for the position at some point during this period; and
 - There is no home incumbent in the position, i.e. you are not backfilling the position; and
 - There is a continuing need for the work for at least another 18 months.

If you meet all of the above conditions, you may be converted into the position on a permanent position once the position has cleared surplus, i.e. no surplus employee has identified the position and has the necessary entry-level qualifications to be directly assigned into it.

To have a strong case for a rollover in this situation you will need to have been in the position for at least 42 months (24 + 18). For more information, please see Art. 18.8.1(e) of the Collective Agreement.

- B. If you are a regular employee, but you are currently in a temporary assignment or FXT position that is not a permanent funded position, the Employer can create a permanent position and assign you into this position on a permanent basis if:
- You have been in the position for at least 24 months; and
 - You competed for the position at some point during this period; and
 - There is a continuing need for the work to be performed for more than an additional 24 months; and
 - The newly created permanent position clears surplus, i.e. no surplus employee has identified the position and has the necessary entry-level qualifications to be directly assigned into it.

To have a strong case for a rollover in this situation, you will need to have been in the position for at least 48 months (24 + 24), provided the other conditions are met. For more information, please see Art. 18.8.5 of the Collective Agreement.

Conversion of an FXT Employee

- C. If you are an FXT employee hired on contract into a regular or permanent funded position, the Employer can assign you into this position on a permanent basis if:
- You have been in the same position for at least 18 months; and
 - You competed for the position at some point during this period; and
 - There is a continuing need for the work to be performed for more than an additional 12 months; and
 - The position does not have a home incumbent, i.e. you are not backfilling; and
 - The position has cleared surplus, i.e. no surplus employee has identified the position and has the necessary entry-level qualifications to be directly assigned into it.

To have a strong case for a rollover in this situation, you will need to have been in the position for at least 30 months (18 + 12), provided the other conditions are met. For more information, please see Art. FXT. 7.4 of the Collective Agreement.

- D. If you are an FXT employee hired on contract into a temporary/FXT position, the Employer can make your position regular or permanent and assign you into this position on a permanent basis if:
- You have been in the same position for at least 18 months; and
 - You competed for the position at some point during this period; and
 - There is a continuing need for the work to be performed for more than an additional 12 months; and
 - The position does not have a home incumbent, i.e. you are not backfilling; and
 - The newly permanent position has cleared surplus, i.e. no surplus employee has identified the position and has the necessary entry-level qualifications to be directly assigned into it.

To have a strong case for a rollover in this situation you will need to have been in the position for at least 30 months (18 + 12), provided the other conditions are met. For more information, please see Art. FXT 7.2 of the Collective Agreement.

Questions?

Please contact a [Workplace Representative](#). A complete list of Workplace Representatives can be found on the AMAPCEO website at amapceo.on.ca. Keep in mind that you are not restricted to a Workplace Representative in your particular ministry.