

Membership FAQ – June 26, 2014

The following is in response to a request for a Frequently Asked Questions document in relation to the layoffs our unit is facing.

Q – How many positions are directly impacted by the layoffs?

A – There are a total of 36 positions that have been eliminated

Q – How many members are in a position to exercise their rights under Article 34?

A – As of April 10th, 23 members; as of June 12th 17 members

Q – How many members of the 17 will be bumping?

A – As of June 26th, up to 8 members

Q – What job classification are the members who are bumping in?

A – F (6), H (1), I (1)

Q – How does the bumping process work?

A – We are following Article 34 of the CA but, in simple terms, the first step is to use vacancies within the same classification, then bump the most junior employee within the same job classification, then move to one job classification lower if needed. Members who are declared surplus and unable or unwilling to displace another member are placed on the recall list.

Q – When will the first round of affected members know where they are going?

A – Majority of members who are currently facing being laid off as of July 31st, will know by June 27th if there is a place for them to move to or if they must go on the recall list. This information is still confidential to those members until all parties (Union, University, Supervisor and Member) are able to confirm and finalize the placement which may occur by July 4th.

Q – When do members who are getting bumped find out?

A – Once all parties confirm the placement of a laid off member, the most junior employee who is being displaced will likely be contacted within 48 hours

Q – What happens to the member who gets bumped?

A – Article 34.06, an employee who loses their position during this process outlined in Article 34.05 will follow the same procedures to obtain a new position.

Q – How long will it take to place the members who get bumped?

A – Not certain but, it should not go to far past July 31st