

Meeting with: Randy Loski
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IBEW RECALL

Notwithstanding Article 7, the Company and the Union have agreed to the following two applications of the IBEW Recall language

Intent is to get the employee back to his/her position of origin

<u>DISPLACED (Have exercised their bumping rights)</u>	<u>LAI D OFF (To the Recall List)</u>
<p>Displaced employees have recall rights only to the classification <u>and</u> location of initial displacement (e.g. a Crew Leader bumping from Kelowna to Kamloops has recall rights only to a Crew Leader vacancy in Kelowna). This recall right does not expire until he is offered recall to his former classification at his former location. Recall rights then expire regardless of whether the employee accepts the recall.</p>	<ul style="list-style-type: none">• Employees laid off to the recall list have recall rights to any previously-held classification per article 7.03(1).• If the employee accepts recall to a lower classification, regardless of location, he shall retain recall rights to his classification of initial layoff only in the headquarters he was initially laid off from. (e.g. a Crew Leader laid off to the recall list in Kelowna accepts recall to a DM vacancy in Kamloops, retains recall rights to a Crew Leader vacancy in Kelowna only).• Recall rights from the recall list expire after twelve months. Once recalled, recall rights to position of initial layoff are treated in the same manner as for displaced employees.

INTERPRETATION As Agreed.

Article 7.02.3 - Option # 3 reads as follow:

Bumping into the most recent previously held classification

If an employee has previously held other classifications, he may bump the employee in his most recent previously held existing classification with the least Classification Seniority; first, in his current Interior Headquarters; second, in his current Interior District or current Coastal Unit; third, in his current Interior Unit; fourth, in his former Coastal Unit; and fifth, in his former Interior Unit; or

The application and interpretation of this article has previously been as follows: the employee selecting this option was allowed to bump into his previously -held existing classification in the numerical sequence specified as long as s/he had greater seniority than the employee bumped. If s/he didn't, the option was not available.

The Company and the Union have now agreed to apply this article henceforth as follows:

In the event an employee is unable to bump into his most recent previously-held existing classification because of lack of classification seniority only, s/he may bump into his next previously-held existing classification in the order specified in this option.

“Lack of seniority” means there are no incumbents in the classification with less seniority.

The employee cannot choose the previously held classification to bump into. S/he may bump only in reverse order of their job history until s/he finds a bumping target due to another employee with less seniority in that classification.