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BUMPING - RECALL FACT / INFORMATION SHEET

Bumping Information - June for September

Permanent Educational Assistants who have received a layoff notice and who have not obtained a position at the Posting – Placement Meeting shall attend the Bumping Meeting over the phone. This will consist of a phone call when it is your turn based on your seniority date. In this respect it is important that the Board has the best phone # to reach you.

The Seniority Date at which bumping will commence should be posted with the posting information. On the morning of Wednesday, June 14, 2023, an updated bumping date will be posted on the CUPE section of the Board's Intranet (www.OurDock.ca). All permanent Educational Assistants with a seniority date on or after this date will need to be available starting at 4:30pm Monday June 19 to receive a call. This is in case you are bumped during the process. Educational Assistants that receive a call will be advised of their options. CUPE representation will be also on the call.

Bumping Meeting Dates

All bumping will take place on Monday June 19, 2023

Educational Assistants, who have received a layoff notice and who did not acquire a position at the Posting – Placement Meeting, are called individually and by seniority order.

Chris Boulay, District Principal of Human Resources Services, provides the bumping options.

Information Regarding the Educational Assistant Bumping Process: Note: See page 3 of this document for the Family of Schools.

- L14.07 An employee in receipt of notice of lay-off will inform the Board in writing of their choice, within one (1) working day (twenty-four (24) hours) of receipt of their option list to:
 - (a) accept the lay-off; or
 - (b) opt to retire; or
 - (c) **displace the most junior employee** in a position in the same occupational group at the **same hours** and in the same salary classification in the following sequence (see Appendix "B"):
 - (i) within their family of schools
 - (ii) within the next family of schools
 - (iii) within the next family of schools.

Selection of (i), (ii) or (iii) is at the choice of the employee.

Note: Before moving to (d) or (e) there needs to be no choice in all 3 Family of Schools: there may be no choice in (i); 1 choice in (ii); 1 choice in (iii) or possibly only 1 choice out of the 3

(d) failing sufficient seniority to bump under (c) above, displace the most junior employee in a position in P a q e | 1

the same occupational group **at higher hours** and in the same salary classification, in the following sequence (see Appendix "B"):

- (i) within their family of schools
- (ii) within the next family of schools
- (iii) within the next family of schools.

Selection of (i), (ii) or (iii) is at the choice of the employee.

- (e) failing sufficient seniority to bump under (d) above, displace the most junior employee in a position in the same occupational group at the **closest lower number of hours** and in the same salary classification, in the following sequence (see Appendix "B"):
 - (i) within their family of schools
 - (ii) within the next family of schools
 - (iii) within the next family of schools.

Selection of (i), (ii) or (iii) is at the choice of the employee.

- (i) failing sufficient seniority to bump under (h) above, displace the most junior employee in a position in the same occupational group on a **Board-wide basis**, in the following sequence:
 - (i) at the **same hours** in the same salary classification; or
 - (ii) higher hours in the same salary classification; or
 - (iii) the closest lower number of hours in the same salary classification; or
 - (iv) at the same hours in a lower salary classification; or
 - (v) higher hours in a lower salary classification; or
 - (vi) the closest lower hours in a lower salary classification.
- L14.08 All permanent employees on lay-off shall have the opportunity of recall, subject to their ability to perform the duties of the job with orientation, before any casual/temporary employees are hired. An employee who has been recalled to such temporary vacancy/posting shall not be required to accept such recall and may instead chose to remain on lay-off. Employees shall be recalled to temporary positions in order of seniority.
- L14.09 The Senior Manager of Human Resources Services (or designate) shall notify the employee of a recall opportunity by telephone, at the last phone number on record with the Board. In this regard, the employee is solely responsible for ensuring that the proper and most current telephone number is on record with the Board. The employee shall be advised of the job to which they are eligible for recall and the date that they will be expected to report to work if the recall is accepted. When contacted by phone, the employee has twenty-four (24) hours to accept or decline the recall opportunity. When the employee cannot be reached by telephone, the recall offer shall be sent to the employee's Board email account. The employee has twenty-four (24) hours when notified by Board email of the recall opportunity to accept or decline the recall opportunity. If the employee does not contact the Employer within the timeframes outlined above, they are deemed to have refused the recall opportunity.

Recall will only be to positions in the employee's geographic area unless the employee has declared otherwise, in writing to the Senior Manager of Employee Human Resources Services. The employee will be notified that they have an opportunity to declare their geographic preference, and the deadline for making such declaration.

Three (3) refusals to recall opportunities to permanent jobs within the three (3) families of schools from which the employee was laid off (the employee's geographic region – see Appendix B) shall result in removal from the recall list and loss of seniority.

Notwithstanding above, where the Employer was unable to contact the employee by phone or email as described above on the first recall attempt only, it will not be considered to be one (1) of the three (3) refusals.

APPENDIX "B" - OCT/EA FAMILY OF SCHOOLS AND BUMPING SEQUENCE

	4 07107	O NEVE	a NEVE
	1 - START	2 - NEXT	3 - NEXT
•	LCVI	I.E. WELDON SS	FENELON FALLS SS
•	Alexandra P.S.	Dunsford D.E.S.	Bobcaygeon P.S.
•	Central Senior School	Grandview P.S.	Fenelon AAEC
•	Dr. George Hall P.S.	Jack Callaghan P.S. Ladia Fatar B.G.	Fenelon Township P.S. Lady Mark Consider B.S. Lady Mark Consider
•	King Albert P.S.	Lady Eaton P.S.	Lady MacKenzie P.S.
•	Leslie Frost P.S.	Lindsay Education Centre	Langton P.S. P. L. P. C.
•	Lindsay AAEC/Virtual Learning Centre	Queen Victoria P.S.	Ridgewood P.S.
•	Lindsay Facility Services	Rolling Hills P.S.	Woodville E.S.
•	Mariposa E.S.	Scott Young P.S.	
•	Parkview P.S.		
•	I.E. WELDON SS	• LCVI	FENELON FALLS SS
•	Dunsford D.E.S.	Alexandra P.S.	Bobcaygeon P.S.
•	Grandview P.S.	Central Senior School	Fenelon AAEC
•	Jack Callaghan P.S.	Dr. George Hall P.S.	Fenelon Township P.S.
•	Lady Eaton P.S.	King Albert P.S.	Lady MacKenzie P.S.
•	Lindsay Education Centre	Leslie Frost P.S.	Langton P.S.
•	Queen Victoria P.S.	Lindsay AAEC/Virtual Learning Centre	Ridgewood P.S.
•	Rolling Hills P.S.	Lindsay Facility Services	Woodville E.S.
•	Scott Young P.S.	Mariposa E.S.	
		Parkview P.S.	
•	FENELON FALLS SS	I.E. WELDON SS	• LCVI
•	Bobcaygeon P.S.	Dunsford D.E.S.	Alexandra P.S.
•	Fenelon AAEC	Grandview P.S.	Central Senior School
•	Fenelon Township P.S.	Jack Callaghan P.S.	Dr. George Hall P.S.
•	Lady MacKenzie P.S.	Lady Eaton P.S.	 King Albert P.S.
•	Langton P.S.	Lindsay Education Centre	Leslie Frost P.S.
•	Ridgewood E.S.	Queen Victoria P.S.	 Lindsay AAEC/Virtual Learning Centre
•	Woodville E.S.	Rolling Hills P.S.	 Lindsay Facility Services
		Scott Young P.S.	Mariposa E.S.
		-	Parkview P.S.
•	HALIBURTON HSS	Cardiff E.S.	
•	Haliburton County Education Centre	Wilberforce E.S.	
•	Archie Stouffer E.S.		
•	Highlands AAEC		
•	J.D. Hodgson E.S.		
•	Stuart Baker E.S.		
•	HUNTSVILLE HS	BMLSS	GRAVENHURST HS
•	Huntsville AAEC	Muskoka Education Centre	Glen Orchard P.S.
•	Huntsville P.S.	Bracebridge AAEC	Gravenhurst AAEC
•	Irwin Memorial P.S.	Bracebridge P.S.	Gravenhurst P.S.
•	Pine Glen P.S.	Bracebridge Facility Services	K.P. Manson P.S.
•	Riverside P.S.	Macaulay P.S.	Muskoka Beechgrove P.S.
•	Spruce Glen P.S.	Monck P.S.	
•	V.K. Greer P.S.	Muskoka Falls P.S.	
	2.22	Watt P.S.	
•	BMLSS	GRAVENHURST HS	HUNTSVILLE HS
•	Muskoka Education Centre	Glen Orchard P.S.	Huntsville AAEC
•	Bracebridge AAEC	Gravenhurst AAEC	Huntsville P.S.
•	Bracebridge P.S.	Gravenhurst P.S.	Irwin Memorial P.S.
•	Bracebridge Facility Services	K.P. Manson P.S.	Pine Glen P.S.
•	Macaulay P.S.	Muskoka Beechgrove P.S.	Riverside P.S.
•	Monck P.S.		Spruce Glen P.S.
•	Muskoka Falls P.S.		V.K. Greer P.S.
•	Watt P.S.		
•	GRAVENHURST HS	BMLSS	HUNTSVILLE HS
•	Glen Orchard P.S.	Muskoka Education Centre	Huntsville AAEC
•	Gravenhurst AAEC	Bracebridge AAEC	Huntsville P.S.
•	Gravenhurst P.S.	Bracebridge P.S.	Irwin Memorial P.S.
•	K.P. Manson P.S.	Bracebridge Facility Services	Pine Glen P.S.
	Muskoka Beechgrove P.S.	Macaulay P.S.	Riverside P.S.
	machana bocongrove I .o.	Monck P.S.	Spruce Glen P.S.
		Muskoka Falls P.S.	V.K. Greer P.S.
		Watt P.S.	0.0011.0.
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NOTE: For employees working at <u>Honey Harbour P.S.</u>, their family of schools is designated as BMLSS. For employees working at <u>Yearley Education Centre</u> their family of schools is designated as Huntsville H.S.

12.07 Loss of Seniority

An employee shall lose seniority in the event of:

- (a) Discharge for just cause.
- (b) Voluntary termination of employment (e.g. retirement or resignation) or abandonment of a position.
- (c) Absence from duties for more than three (3) consecutive days, or three (3) single days in any ninety (90) day period, without securing permission for the absence(s) or without providing a reason satisfactory to the Employer.
- (d) Lay-off for a period longer than twenty-four (24) months.
- (e) Absence due to illness exceeding two (2) years, off-the-job accident exceeding two (2) years, or five (5) years in the case of occupational accident or injury, in circumstances where it is clear that, due to the permanent nature of the illness/disability, there is no reasonable prospect of return to active employment.
- (f) Recall opportunity refusals in accordance with the lay-off/recall provisions of this Agreement.

Loss of seniority under (c) through (f) above will normally result in the termination of employment.

APPENDIX "C" - OCT/EA FAMILY OF SCHOOLS AND BUMPING SEQUENCE

4 07407	O NEVT	O NEVT
1 - START	2 - NEXT • I.E. WELDON SS	3 - NEXT • FENELON FALLS SS
Alexandra P.S.		
Central Senior School	0 11 00	Bobcaygeon P.S. Fenelon AETC
Dr. George Hall P.S. King Albert P.S.		
King Albert P.S.Leslie Frost P.S.	Lady Eaton P.S.Lindsay Corporate Office	Lady MacKenzie P.S.Langton P.S.
Lesile Flost F.S. Lindsay AETC	Queen Victoria P.S.	Ridgewood P.S.
Mariposa E.S.	Rolling Hills P.S.	Woodville E.S.
Parkview P.S.	St. David Street Maintenance Dept.	VVOOdville E.G.
T arkview 1 .5.	Scott Young P.S.	
I.E. WELDON SS	• LCVI	FENELON FALLS SS
Dunsford D.E.S.	Alexandra P.S.	Bobcaygeon P.S.
Grandview P.S.	Central Senior School	Fenelon AETC
Jack Callaghan P.S.	Dr. George Hall P.S.	Fenelon Township P.S.
Lady Eaton P.S.	King Albert P.S.	Lady MacKenzie P.S.
Lindsay Corporate Office	Leslie Frost P.S.	Langton P.S.
Queen Victoria P.S.	Lindsay AETC/Virtual Learning Centre	Ridgewood P.S.
Rolling Hills P.S.	Mariposa E.S.	Woodville E.S.
St. David Street Maintenance Dept.	Parkview P.S.	
Scott Young P.S.	- I direction 1.0.	
FENELON FALLS SS	I.E. WELDON SS	• LCVI
Bobcaygeon P.S.	Dunsford D.E.S.	Alexandra P.S.
Fenelon AETC	Grandview P.S.	Central Senior School
Fenelon Township P.S.	Jack Callaghan P.S.	Dr. George Hall P.S.
Lady MacKenzie P.S.	Lady Eaton P.S.	King Albert P.S.
Langton P.S.	Lindsay Corporate Office	Leslie Frost P.S.
Ridgewood P.S.	Queen Victoria P.S.	Lindsay AETC
Woodville E.S.	Rolling Hills P.S.	Mariposa E.S.
VVOGAVIIIC E.G.	St. David Street Maintenance Dept.	Parkview P.S.
	Scott Young P.S.	arkview i .5.
HALIBURTON HSS	Cardiff E.S.	
Haliburton County Education Centre	Wilberforce E.S.	
Archie Stouffer E.S.	• Wilderforce L.S.	
Highlands AETC		
J.D. Hodgson E.S.		
Stuart Baker E.S.		
HUNTSVILLE HS	BMLSS	GRAVENHURST HS
Huntsville AETC	Muskoka Education Centre	Glen Orchard P.S.
Huntsville P.S.	Bracebridge AETC	Gravenhurst AETC
Irwin Memorial P.S.	Bracebridge P.S.	Gravenhurst P.S.
Pine Glen P.S.	Cedar Lane	K.P. Manson P.S.
Riverside P.S.	Macaulay P.S.	Muskoka Beechgrove P.S.
Spruce Glen P.S.	Monck P.S.	Widskoka Beechgrove 1.5.
·	Muskoka Falls P.S.	
V.K. Greer P.S.		
	R.S. Claus Centre Watt P.S.	
BMLSS	GRAVENHURST HS	HUNTSVILLE HS
Muskoka Education Centre	Glen Orchard P.S.	Huntsville AETC
Bracebridge AETC	Gravenhurst AETC	Huntsville AETC Huntsville P.S.
Bracebridge AETC Bracebridge P.S.	Gravenhurst P.S.	Irwin Memorial P.S.
Cedar Lane	K.P. Manson P.S.	Pine Glen P.S.
Macaulay P.S.	Muskoka Beechgrove P.S.	Riverside P.S.
Macaulay P.S. Monck P.S.	• IVIUSKOKA DEECTIGIOVE P.S.	Riverside P.S. Spruce Glen P.S.
Muskoka Falls P.S.		1 = = =
R.S. Claus Centre		V.K. Greer P.S.
Watt P.S.		
GRAVENHURST HS	BMLSS	HUNTSVILLE HS
GRAVENHURST HS Glen Orchard P.S.		Huntsville AETC
Gravenhurst AETC Gravenhurst B.S.	Bracebridge AETC Bracebridge B.S.	
Gravenhurst P.S. K.B. Managar B.S. K.B. Managar B.S.	Bracebridge P.S. Coder Lone	Irwin Memorial P.S. Pine Clap P.S.
K.P. Manson P.S. Musicaka Basabaraya B.S.	Cedar Lane Magazilay B S	Pine Glen P.S. Biverside P.S.
Muskoka Beechgrove P.S.	Macaulay P.S. Manak P.S.	Riverside P.S. Spruss Class B.S.
	Monck P.S. Muskaka Falla P.S.	Spruce Glen P.S. VK Green P.S.
	Muskoka Falls P.S.	V.K. Greer P.S.
	R.S. Claus Centre Watt P.S.	

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