

LETTER OF UNDERSTANDING #25

RE: TRIAL OF MODIFIED POSTING PROVISIONS

The Parties agree to collaborate on a trial intended to explore opportunities for the expedient filling of vacancies by Regular Employees already working within the unit, program or office. Nothing in the trial will restrict the Employer's right to determine whether a vacancy exists. For the purposes of the trial, the parties agree as follows:

1. The vacancy will be made available to all Regular Employees within the unit, program, or office who hold a position in the same classification as the vacancy.
2. The vacancy shall then be awarded on the basis of seniority amongst those Employees internal to the unit, program or office who indicate an interest in the vacancy.
3. The processes outlined in 1 and 2 above will be repeated for consequential vacancies in the unit, program, or office.
4. If there is a vacancy remaining following the processes outlined in 1 - 3 above, such vacancy will then be posted in accordance with Article 14.01.
5. An Employee whose regular hours of work are altered as a result of this process shall not be required to serve a trial period.
6. Employees shall be issued a letter pursuant to the provisions of Article 14.10.
7. The parties will meet within 90 days of ratification to discuss the logistics of the trial.
8. The parties agree to share all relevant information regarding the operation of this Letter of Understanding at each meeting of the Joint Committee.
9. This Letter of Understanding may be cancelled by either party by providing 90 days' written notice.
10. This Letter of Understanding shall expire 24 months from the date of ratification, unless otherwise agreed by the parties.