

WHAT DOES BUMPING MEAN UNDER CUPE COLLECTIVE AGREEMENT?

If you choose to bump after the 16-week bumping freeze has expired, you may exercise your seniority rights to bump, locally or bargaining unit-wide. Your opportunity to bump is limited to a position that is an equivalent or lower level classification, provided you possess the required skill, knowledge and ability and that the employee bumped is the most junior in the classification.

The 16-week bumping freeze begins after your layoff notice period ends.

At the conclusion of 16-week bumping freeze, you must notify us if you wish to bump.

If you choose to bump you will not remain on the recall list and will not be recalled to your current position.

WHAT DOES 'RECALL' MEAN UNDER THE CUPE LOA?

On or before the date of layoff, you have the option of choosing

- 1) severance of employment, or
- 2) recall or bumping (after the 16-week period). If you choose recall, you will be notified of all regular and temporary vacancies. You will be recalled in order of seniority, provided you have the skills, knowledge, and ability to perform the available work. Should your position be reinstated, you will be recalled to that position. If you choose to reject recall to your previous position you will be removed from the recall list.

In the event that no other work becomes available, you will remain on the Recall List for eighteen (18) months following the date of layoff. You are responsible for informing HR of any change of address, telephone, or personal email.

WHAT IF A TEMPORARY VACANCY OCCURS AND I AM ON THE RECALL LIST?

Where a temporary vacancy occurs, you will be advised and considered to fill the vacancy prior to any other potential applicant, provided that you have the skills, knowledge, and ability to do so. The most senior employee on the recall list, with the necessary skills, knowledge and ability will be offered the work first. You do not have to accept the vacancy. You will not lose your rights to recall if you take on temporary or casual work.

In order for you to be notified of regular and temporary vacancies while you are on layoff you will need to check the VIU job posting website at <https://employees.viu.ca/human-resources/explore-career-opportunities>. You can receive an email notice when new vacancies are posted on our website by subscribing to a mailing list. Directions for this are at <https://employees.viu.ca/sites/default/files/viu-careers-navigating-the-applicant-portal-system.pdf>. Applicants, who do not have access to a computer, may use the computers located in the libraries at all campuses.

COVID-19 WORKFORCE PLANNING FAQ FOR CUPE EMPLOYEES

WHAT HAPPENS IF I CHOOSE SEVERANCE OF EMPLOYMENT?

You may choose severance of employment and receive your end-of-employment payments, including accrued vacation and 50% of your sick leave balance if eligible.

WHAT IS REDEPLOYMENT?

During the layoff notice period temporary employment opportunities may arise that fit your skill set. If you are offered redeployment work your notice period will be paused while you are working in that redeployment opportunity.

HOW LONG DO I HAVE HEALTH AND WELFARE BENEFIT COVERAGE? CAN I MAINTAIN THIS MYSELF?

While on recall your benefit plans (with the exception of LTD) will continue for six months after the layoff date. Your LTD will terminate 31 days after your layoff date.

On termination of benefits, you have the option of converting your group life insurance to a personal plan. Our group life insurance is covered by Manulife Financial and they must be notified within 31 days of termination should you wish to convert this plan. A conversion form is available if you wish to pursue this option. While this plan may be more costly than other personal life insurance plans, there is no qualifying medical requirement. Please contact Renee Brown, Benefits Coordinator, at renee.brown@viu.ca.

WHAT IS THE SYSTEM-WIDE ELECTRONIC JOB REGISTRY REFERENCED IN ARTICLE 36 OF THE COLLECTIVE AGREEMENT?

The system-wide job registry database is offered by the Post Secondary Employers' Association (PSEA). If you are interested in being considered for positions at colleges or other universities in our sector, you may apply by completing and sending the form to your HR Advisor. It is your responsibility to keep your information up-to-date and advising HR if you are no longer available for work.

WHERE ARE THE CUPE SENIORITY LISTS LOCATED?

The most recent CUPE seniority lists are now available online as well as their normal locations outside the HR Department and Payroll Office. Visit [Union Seniority](#) for the most recent lists.