



LOCAL 416

SENIORITY AND SERVICE UPDATE

- FOR IMMEDIATE RELEASE -



After a long and detailed process we are pleased to announce that letters reflecting the "interim seniority and service dates" will soon be sent to those members in the Joint Review. These dates will take effect on a date mutually agreed to by the parties. *At this time we are asking all members to ensure that the City and the Union have your updated address.*

Below you will find the Seniority and Service clauses of the Collective Agreement that apply to the Joint Review, which outlines the process for the establishment of Seniority and Service dates.

Article 27 –SENIORITY AND SERVICE

Seniority

27.01 (b) (i) All employees hired prior to January 1, 1998 shall have placed to their credit such seniority as they had accumulated in accordance with the terms of their predecessor Collective Agreements.

(ii) All employees hired between January 1, 1998 through November 19, 2001, shall have placed to their credit such seniority as they had accumulated in accordance with the terms of their predecessor Collective Agreements.

27.01 (c) Notwithstanding clause 27.01 (b), employees who were hired or recalled on a temporary/casual basis, under a predecessor Collective Agreement that did not recognize seniority for temporary/casual employees or who were previously non-union, will have a seniority date established as follows:

(i) temporary/casual employees hired or recalled prior to January 1, 1998, and who continued to be employed without a break in service post January 1, 1998, shall have placed to their credit such seniority coincident with their last date of hire or recall immediately preceding January 1, 1998.

(ii) temporary/casual employees who were hired or recalled on or after January 1, 1998 shall have placed to their credit such seniority coincident with such date of hire or recall, immediately following January 1, 1998.

27.01 (d) Seniority dates that are amended in accordance with clause 27.01 (c), will take effect on the effective date referenced in clause 27.02 (f). Any rights derived from this new seniority date shall apply from that date forward.

Service

27.07 (b) (i) Notwithstanding clause 27.07(a), employees who were hired or recalled on a temporary/casual basis, under a predecessor Collective Agreement that did not recognize service for temporary/casual employees or who were previously non-union, and who were hired or recalled prior to January 1, 1998 and continued to be employed without a break in service post January 1, 1998 or temporary/casual employees who were hired or recalled on or after January 1, 1998 shall have service accrual based on regular hours paid exclusive of overtime for the period from their respective date of hire to November 19, 2001.

(ii) The seniority review process as outlined under clause 27.02(a) through to (e), shall be adopted by the parties to undertake a service review process for those employees covered under clause 27.07 (b)(i), with the following list of arbitrators:

F. Briggs

D. Randall J. Johnston

K. Petryshen

(iii) Once the above-noted process is completed in its entirety, the revised service dates, as the case may be, shall apply on a go-forward basis only.

27.07 (c) All employees hired on or after November 20, 2001 shall accrue service from their date of hire to July 20, 2005 in accordance with clause 27.06 of the Collective Agreement that expired December 31, 2004.

27.07 (d) Between November 20, 2001 and July 20, 2005, employees referenced in clause 27.07(a), (b)(i), and (c) above shall accrue service in accordance with clause 27.06 of the Collective Agreement that expired December 31, 2004. Following July 20, 2005, all employees will accrue service in accordance with clause 27.08.

*** Please note that there is a Dispute Resolution Process in place in the collective agreement to assist in this process. We will keep all members posted as this process continues. ***

If you require more information or have questions feel free to contact one of your Local 416 Representatives:

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