

27 July, 2010

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**New Collective Agreement Language
Temporary Reassignment**

Article 33.05

Temporary Reassignment

33.05 The Company has the right to temporarily reassign an employee to any Reporting Centre and/or classification without posting a vacancy, subject to the following conditions:

- a) Temporary reassignment of an employee will not exceed thirty-nine (39) weeks in a calendar year, except in cases of backfill for child care leave or sickness absence, or where otherwise agreed to by the Council and the Company.
- b) Temporary reassignments will be for a minimum of 1 tour.
- c) Where the temporary reassignment is expected to exceed thirty (30) days, employees will be selected on the basis of seniority within the classification and Work Group. Unless more senior employees accept the temporary reassignment, the most junior employee who has the necessary ability and standard entry level qualifications will be selected.
- d) All provisions of Article 19 of this Agreement will apply to employees who are temporarily reassigned outside their normal Reporting Centre.
- e) No employee will be temporarily reassigned to a classification if there is an employee in the Reporting Area with recall rights to that classification, who can perform the work.
- f) The provisions of this Article do not apply to situations where employees travel to other Reporting Centres as part of the normal requirements of their job. However, the provisions of Article 19 apply to these employees.
- g) The Company will notify the Local Member union of every temporary reassignment, including the anticipated duration of the assignment, and if the assignment ends before the anticipated date.

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