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## **RE: Explanation to Membership Regarding Recall, Layoff, and Job Posting Language**

To all Members,

Questions have been raised about why vacancies are being filled through recall rather than posting positions while employees are on layoff. The Union's position is based directly on the language of the Collective Agreement. There are three key provisions that must be read together:

### **1. Article 7.10.10 – Layoff and Reduction in Force**

This article protects seniority during layoffs. It clearly states that “No employee will be laid off if there is a junior employee on a job which the senior employee meets the qualifications of the job (per Appendix “E”), and is capable of doing within an eight (8) week training period.

For members that fall under the LOA: Transition to EAF their training period is 26 weeks.

This establishes that during layoffs, seniority along with skills and ability governs who holds available work.

### **2. Article 7.11 – Recall and Increase in Force**

This article states:

“Unless otherwise agreed to by the Local Union, the most senior employee laid off will be recalled to a vacancy provided they meet the qualifications of the job and is capable of doing the job within an eight (8) week training period.

For members that fall under the LOA: Transition to EAF their training period is 26 weeks.

This language is mandatory. When employees are on layoff, vacancies are filled through recall by seniority, provided qualifications are met. This provision specifically governs vacancies during a layoff situation.

### **3. Article 7.06.10 – Job Posting**

This article states that all vacancies will be posted within the bargaining unit except as otherwise agreed to by the Local Union and the Company.

This is the general posting provision that applies during normal operations when there are no employees on layoff.

If vacancies were posted first during layoffs, a junior employee could obtain a position through the interview process while a senior qualified employee remained on layoff. That outcome would directly undermine the seniority protections negotiated in Articles 7.10.10 and 7.11.

The right to apply for postings exists under Article 7.06.10 during normal operations. However, when employees are on layoff, the agreement shifts to a recall-based system that prioritizes seniority. Applying the recall language during layoffs is the enforcement of the layoff and recall provisions that were negotiated to protect members' seniority who are on a layoff.

The Union's responsibility is to apply the Collective Agreement consistently and fairly as this decision is grounded in the language of the agreement and in protecting the integrity of seniority rights during layoffs.

The union will also maintain on our website up to date positions remaining post March 23 2026. The list will have the latest Seniority Ranking number of who is in those positions. If there are any new positions added we will highlight them on the list. This list will be under the "Blog" Section of the website.

We remain available to discuss any questions about layoffs or any other issues.

In Solidarity,