



COPE, LOCAL 378 POLICY PAPER

RE: SENIORITY REINSTATEMENT

DATE: March 19, 2007

Seniority – is defined as continuous employment, with the exceptions noted below, with one of the employer groups represented by COPE Local 378 while maintaining good standing as a member of the Union.

	OUT	IN		
A	Voluntary	Voluntary	Policy	Dues
1	Leaves employer Bargaining unit with 3 years membership. (Out time: Two years maximum)	Comes back to original COPE Bargaining Unit within 2 years (Must have five (5) years continuous service as a COPE member and as a regular employee within the bargaining unit)	Establishment Period: Can reinstate seniority for 'IN' period to become effective after 5 years of service after return to bargaining unit. The decision to reinstate must be made by the end of year 2.	All outstanding fees must be paid by the end of year 5.
2	Post maternity bulletin rights	Bulletins back to COPE job	Retains previous seniority	Min. dues
3	Promoted out of bargaining unit	Bulletin for COPE	No seniority	*
4	Educational leave and other voluntary leaves	Returns to COPE job	Retains previous seniority	Min. dues
5	Temporary promotion to excluded position		Full seniority	Full dues
6	To act as full-time officer or representative of COPE or full-time employment with Local 378	Returns to previous job	Full seniority	*
7	Has 3 years plus seniority and goes to another bargaining unit with same employer	Bulletins back to COPE job within 1 year	Retains previous seniority	Minimum dues
8	Goes to another bargaining unit with same employer on a temporary basis	Returns to COPE job	Full seniority	Minimum dues

Further: (Re: (A)(1))

1. Prodigal member must pay 6 months minimum dues, or the total for their out-time period, which ever is greater.

B	Involuntary	Voluntary	Policy	Dues
1	Laid off and no placement	Recalled or bulletined	Full seniority for recall period	Minimum dues or period of layoff upon reinstatement
2	Laid off and placed in excluded job	Bulletins for COPE job after expiry of recall	No seniority	*
3	Laid off	Rehired after expiry of recall	No seniority	*
4	Conscripted leaves (& Maternity)	Return to job	Full seniority for period of leave	1 1/2% of income or minimum
5	Terminated (temp. or just cause)	Rehire	No seniority	*
6	Company takes job out	Bulletins back in period equivalent to recall	Pay back for period excluded	1 1/2x minimum dues
7	Income continuance, LTD	Returns to work	Full seniority	Minimum dues for period of income continuance

C	Voluntary	Involuntary	Policy	Dues
1	Promoted to excluded position	Union brings job back in	No seniority	*
2	Terminates	Organize new unit or merger	No seniority	*
3	Hired into excluded position	Union brings job back in	No seniority	*

D	Involuntary	Involuntary	Policy	Dues
1	Company takes job out	Union brings job back in	Pay back for period excluded	1 1/2x minimum dues
2	Government takes job out	LRB grants successor grievance	Full seniority	Full dues

E	<p>Part Time Employee Seniority shall be pro-rated on a regular hours worked basis for part time employees but not for overtime worked. (Effective September 10, 1986)</p>
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F	Seasonal Employees - (Subject to Annual Recall)			
	Involuntary	Voluntary	Policy	Dues
	Laid off	Rehired	Accumulated	*

		Seniority	
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G	Involuntary	Voluntary	Policy	Dues
	Bargaining unit is split due to privatization, or sale of the component, or creation of a new organization.	Rehired to original bargaining unit within 10 years (Must have five (5) years continuous service as a COPE member and as a regular employee within the original bargaining unit). If there is a break in service from the new bargaining unit the member must meet the criteria as set out in A-1.	Establishment Period: Can reinstate seniority for 'IN' period to become effective after 5 years of service after return to the original bargaining unit. The decision to reinstate must be made by the end of year 2.	All outstanding fees must be paid by the end of year 5.

* Withdrawal of card at time of layoff. (Members must be in good standing.)