

b) "Continuous service" shall be considered maintained, without exception, for any time an employee is taking leave as permitted under the Family Medical Leave Act or applicable FMLA contractual provisions.

10.2. Layoff, Reduction of Hours, & Recall

10.2.1. In the event the Employer determines that a layoff or a reduction of hours is necessary, for whatever reasons, the following guidelines shall be utilized in implementing the layoff and/or reduction of hours:

a) The Employer shall be authorized to make the initial decision regarding which classifications in the bargaining unit are to be laid off or suffer a reduction of regular work hours.

b) Employee(s) to be laid off or have their hours of work reduced shall be notified, in writing, a minimum of fourteen (14) calendar days in advance of an anticipated event. .

c) An employee who is laid off or have their hours of work reduced shall have the right to bump into a classification occupied by a less senior employee provided that there is a reasonable expectation that such employee can perform the work of the classification he or she is bumping into or in the alternative should reasonably be able to be trained to satisfactorily perform the work of such classification within a thirty (30) working day training period.

d) The Employer can deny the bumping request or declare, after the thirty (30) working day training period, that the employee can not satisfactory perform the work of the new classification. The Employer's decision in either situation shall be placed in writing citing the reasons for his actions. The employee displaced by the original bump shall be returned to his or her formerly held classification.

e) If an employee is denied bumping rights into a classification occupied by a less senior employee or is removed from such classification within his or her thirty (30) working day training period, such employee shall be permitted to bump into another classification of a less senior employee and the aforementioned process will begin anew.

f) An employee shall be limited to two (2) seniority bumps during any one layoff period in which a thirty (30) working day training period has been provided, thus it is important that such employee take into consideration his or her skills and ability relative to the skills and abilities required by the classification being accessed.

g) Disagreements that arise from Employer decisions in this provision may be addressed through the grievance procedure.

h) Employees who are on layoff status or who are working a reduction of hours schedule shall, within this bargaining unit, be recalled into any employment vacancy or be provided an opportunity to increase their regular work hours working within the employment vacancy in the inverse order of their layoff provided that such employee meet the minimum qualifications required for the work available.
