



# “DID YOU KNOW?”

Vol. 1 Issue 3

## Temporary Vacancies in Permanent Positions

**Did You Know;** members can show interest to their Director in writing for “Temporary Vacancies” in a permanent position in any department or classification for the current or upcoming year? In accordance with,

### Article 8.09 –

(d) When a temporary vacancy occurs in a permanent position within this bargaining unit, and is not filled by a member of this bargaining unit on a "relieving pay" basis, the Employer undertakes that it will always give first consideration to employees who work at the same location, in order of seniority. (By January 31 of each year, employees interested in being considered for such re-assignment during that year will notify the Employer in writing.)

It is important to note that this is for temporary vacancies in permanent positions that do not fall under the posting procedure. Specifically vacancies that the employer can **NOT** expect to go beyond three (3) months.

By members notifying their director in writing in accordance with our Collective Agreement, will allow us to file a grievance under this article. If members are not notifying them in writing, we have no grounds for action if we feel the employer has not followed protocol.

Attached is a template letter for anyone to send to their Director and Human Resources.

It is also important to note that by sending attached letter will not guarantee you will be given the temporary vacancy, but will be taken into consideration for said vacancies.

Any questions please contact your RVP or a Table Officer.

In Solidarity,

Executive  
COPE491  
Canadian Office and Professional Employees Union

