

WITHOUT PREJUDICE

## Language for Permanent Employees Whose Position is Affected by Displacement (Being Bumped)

[This language would be used in place of article 19.07 (b) (i) - **Second Paragraph**]

A displaced permanent employee shall displace one of the three most junior permanent employees in their *classification* at the same or lower band level for which they have the education, training and qualifications to perform the work. Where there are not three permanent options meeting those criteria, contractual options shall be included with the criteria noted above (article 19.10 does not apply), subject to the following option. In scenarios, where there are no options within the classification *other than* positions that are contractual or situated at a different, distant campus / satellite site, the employee may elect to proceed as per below.

If there are no options within the employee's classification as per above, the displaced permanent employee may displace one of the three most junior permanent employees at the employee's current *band level* for which they have the education, training and qualifications to perform the work. Where there are *not three* permanent options meeting those criteria, contractual options shall be included with the criteria noted above (article 19.10 does not apply), subject to the following option. The displaced permanent employee may elect to exclude positions that are contractual and / or to exclude positions situated at a different distant campus / satellite site, in the determination of the three options. If there are not three options in the employee's current band level, this process will continue in descending order by band level, respective of any choice already made to exclude positions that are contractual or situated at a different distant campus / satellite site.

This agreement may be amended with mutual consent and will remain in place until the signing of the 2026 CUPE 1615 Collective Agreement.

Employer: 

Date: November 24, 2025

CUPE: 

Date: January 7th, 2026