

WITHOUT PREJUDICE

## Language for Permanent Employees Whose Position is Affected by Redundancy

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

A permanent employee whose position is affected by the Employer's decision to make the position redundant shall either accept layoff or displace one of the three most junior permanent employees in their classification at the same or lower band level provided that they have the education, training and qualifications to perform the work required. Where there are not three permanent options meeting those criteria, contractual options shall be included with the criteria noted above (article 19.10 applies). The permanent employee may elect to exclude positions that are situated at a different, distant campus / satellite site in the determination of the three options.

Where the employee has *no* bumping options within the classification as per the above, the language in settlement to policy grievance 2025-0093-POL shall be followed. The agreed settlement language is as follows:

*"The Employer agrees to provide bumping options to permanent employees affected by the Employer's decision to make a position redundant who do not have bumping options in accordance with Article 19.07 (b)(i). In such situations, the employee shall 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 with said criteria shall be included, where 19.10 applies, subject to the following option. The 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 on a different distant campus/satellite."*

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: December 4, 2025

CUPE: 

Date: January 7th, 2026