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Information Regarding The Educational Assistant Bumping Process:

14.06 An employee in receipt of notice of lay-off may choose:

- (a) to **accept the lay-off**; or
- (b) to opt to retire; or
- (c) **displace** the most junior employee at the **same hours** (see Appendix "C"):
 - (i) within their family of schools
 - (ii) within the next family of schools
 - (iii) within the next family of schools.

Selection of (i), (ii) or (iii) is **at the choice of the employee**

N.B. - Before moving to (d) or (e) there needs to be no choice in all 3 Family of Schools:

- there may be no choice in (i); 1 choice in (ii); 1 choice in (iii) or possibly only 1 choice out of the 3

For less than 1.0 EA Positions ...

- (d) failing sufficient seniority to bump under (c) above, displace the most junior employee in a position at **higher hours** (see Appendix "C"):
 - (i) within their family of schools
 - (ii) within the next family of schools
 - (iii) within the next family of schools.

Selection of (i), (ii) or (iii) is at the choice of the employee.

- (e) failing sufficient seniority to bump under (d) above, displace the most junior employee in a position at **lower hours** (see Appendix "C"):
 - (i) within their family of schools
 - (ii) within the next family of schools
 - (iii) within the next family of schools.

Selection of (i), (ii) or (iii) is at the choice of the employee.

- (f) failing sufficient seniority to bump under (e) above, displace the most junior employee in a position in the same occupational group on a **Board-wide** basis, in the following sequence:
 - (i) at the **same hours**; or
 - (ii) **higher hours**; or
 - (iii) **lower hours**

14.07 All permanent employees on lay-off shall have the **opportunity of recall**, subject to their ability to perform the duties of the job, **before any casual/temporary employees are hired**. An employee who has been recalled to such temporary vacancy/posting shall **not be required to accept** such recall and may instead chose to remain on lay-off. **Employees shall be recalled to temporary positions in order of seniority.**

14.08 The Human Resources Co-ordinator, Support Staff shall notify the employee of a recall opportunity by telephone, at the last phone number on record with the Board. In this regard, the employee is solely responsible for ensuring that the proper and most current telephone number is on record with the Board. The employee shall be advised of the job to which they are eligible for recall and the date that they will be expected to report to work if the recall is accepted. When contacted by phone, the employee has twenty-four (24) hours to accept or decline the recall opportunity. When the employee cannot be reached by telephone, the recall offer shall be sent by registered mail.

Three (3) refusals to recall opportunities to permanent jobs within the employee's geographic region (see 14.06(d)) shall result in **removal from the recall list and loss of seniority.**

12.07 Loss of Seniority

An employee shall lose seniority in the event of:

- (a) Discharge for just cause.
- (b) Voluntary termination of employment (e.g. retirement or resignation) or abandonment of a position.
- (c) Absence from duties for more than three (3) consecutive days, or three (3) single days in any ninety (90) day period, without securing permission for the absence(s) or without providing a reason satisfactory to the Employer.
- (d) **Lay-off for a period longer than twenty-four (24) months.**
- (e) Absence due to illness exceeding two (2) years, off-the-job accident exceeding two (2) years, or five (5) years in the case of occupational accident or injury, in circumstances where it is clear that, due to the permanent nature of the illness/disability, there is no reasonable prospect of return to active employment.
- (f) Recall opportunity refusals in accordance with the lay-off/recall provisions of this Agreement.

Loss of seniority under (c) through (f) above will normally result in the termination of employment.

APPENDIX "C" - OCT/EA FAMILY OF SCHOOLS AND BUMPING SEQUENCE

1 - START	2 - NEXT	3 - NEXT
<ul style="list-style-type: none"> LCVI Alexandra P.S. Central Senior School Dr. George Hall P.S. King Albert P.S. Leslie Frost P.S. Lindsay AETC Mariposa E.S. Parkview P.S. 	<ul style="list-style-type: none"> I.E. WELDON SS Dunsford D.E.S. Grandview P.S. Jack Callaghan P.S. Lady Eaton P.S. Lindsay Board Office Queen Victoria P.S. Rolling Hills P.S. Scott Young P.S. 	<ul style="list-style-type: none"> FENELON FALLS SS Bobcaygeon P.S. Fenelon AETC Fenelon Township P.S. Lady MacKenzie P.S. Langton P.S. Ridgewood P.S. Woodville E.S.
<ul style="list-style-type: none"> I.E. WELDON SS Dunsford D.E.S. Grandview P.S. Jack Callaghan P.S. Lady Eaton P.S. Lindsay Board Office Queen Victoria P.S. Rolling Hills P.S. Scott Young P.S. 	<ul style="list-style-type: none"> LCVI Alexandra P.S. Central Senior School Dr. George Hall P.S. King Albert P.S. Leslie Frost P.S. Lindsay AETC Mariposa E.S. Parkview P.S. 	<ul style="list-style-type: none"> FENELON FALLS SS Bobcaygeon P.S. Fenelon AETC Fenelon Township P.S. Lady MacKenzie P.S. Langton P.S. Ridgewood P.S. Woodville E.S.
<ul style="list-style-type: none"> FENELON FALLS SS Bobcaygeon P.S. Fenelon AETC Fenelon Township P.S. Lady MacKenzie P.S. Langton P.S. Ridgewood P.S. Woodville E.S. 	<ul style="list-style-type: none"> I.E. WELDON SS Dunsford D.E.S. Grandview P.S. Jack Callaghan P.S. Lady Eaton P.S. Lindsay Board Office Queen Victoria P.S. Rolling Hills P.S. Scott Young P.S. 	<ul style="list-style-type: none"> LCVI Alexandra P.S. Central Senior School Dr. George Hall P.S. King Albert P.S. Leslie Frost P.S. Lindsay AETC Mariposa E.S. Parkview P.S.
<ul style="list-style-type: none"> HALIBURTON HSS Archie Stouffer E.S. Highlands Community L.C. J.D. Hodgson E.S. Stuart Baker E.S. 	<ul style="list-style-type: none"> Cardiff E.S. Wilberforce E.S. 	
<ul style="list-style-type: none"> HUNTSVILLE HS Huntsville Community L.C. Huntsville P.S. Irwin Memorial P.S. Pine Glen P.S. Riverside P.S. Spruce Glen P.S. V.K. Greer P.S. 	<ul style="list-style-type: none"> BMLSS Bracebridge Board Office Bracebridge Community L.C. Bracebridge P.S. Cedar Lane Macaulay P.S. Monck P.S. Muskoka Falls P.S. R.S. Claus Centre Watt P.S. 	<ul style="list-style-type: none"> GRAVENHURST HS Glen Orchard P.S. Gravenhurst Community L.C. Gravenhurst P.S. K.P. Manson P.S. Muskoka Beechgrove P.S.
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NOTE: For employees working at Honey Harbour P.S., their family of schools is designated as BMLSS.
 For employees working at Yearley Outdoor Education Centre, their family of schools is designated as Huntsville H.S.