

BUMPING PROTOCOL

Mechanical Agreement (Brown Book)

Furloughs are done by basic classification seniority

- Mechanic Seniority (Mechanic, Lead Mechanic, Insp, Lead Insp.)
- Line Service Seniority (Line Service, Lead L/S)
- Cleaner Seniority (Cleaner, Lead Cleaner)

A full-time employee can displace any part-time employee provided they have exhausted all full-time bumping options if they have qualifications to displace into that part-time position.

- Will maintain and continue to accrue seniority
- Not required to change domicile and can displace a part-timer at current domicile

If employee has previous Clerical Agreement seniority:

- they may go back provided they have not passed their trial period.
- If employee has passed their trial period , they cannot go back.
- If they have passed their trial period, the date to be used for furlough/retention shall be the date they entered into the mechanics agreement.

A Part-time employee receiving a RIF notice **or** who is displaced by a full-time employee, may utilize their date of hire (Mechanics agreement entry date) to displace another part-time in their work unit.

