



# *EdCom* Session on **THE REDEPLOYMENT POOL**

**Tuesday, July 8, 2014**



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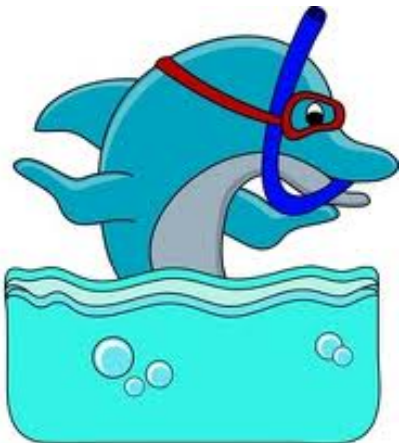
## How Applicant's are Ranked by HR

	Bargaining Unit Jobs (USW):		Non-bargaining Unit Jobs (QUSA):
<b>1</b>	<b>Accommodations</b> <i>(pursuant to the Ontario Human Rights Code)</i> (All groups – CUPE, ONA, OPSEU, QUSA, USW)	<b>1</b>	<b>Accommodations</b> <i>(pursuant to the Ontario Human Rights Code)</i> (All groups – CUPE, ONA, OPSEU, QUSA, USW)
<b>2</b>	<b>Redeployment (USW jobs)</b>	<b>2</b>	<b>Redeployment (QUSA jobs)</b>
<b>3</b>	<b>Internal (USW member applying for USW job)</b>	<b>3</b>	<b>Internal (QUSA member)</b>
<b>4</b>	<b>External (QUSA member or never worked at Queen's)</b>	<b>4</b>	<b>External (USW member or never worked at Queen's)</b>



## 18.25 Indefinite Layoff and Redeployment

- The **Redeployment pool** is for employees who are given notice of indefinite layoff or have their hours reduced by 20% or more for an indefinite period.
- Your required advanced notice period is calculated and shown in a table under article 18.25 in the Collective Agreement.
- For example if you have 10 years of service at the date of layoff, you are entitled to 16 weeks advance notice.
- You can be offered pay in lieu of notice or a combination thereof.
- During your notice period you remain enrolled in the benefit plan you had at the date of layoff.





## When must the notice of layoff begin?

1. The date written notice is received or it is delivered by registered mail, whichever is earlier.
2. If you are on maternity or parental leave the notice period begins on the date you are scheduled to return to work.
3. If you are on WSIB, LTD or short term sick leave the notice period will begin on the date it is determined you are fit to return to work.



If you have your hours reduced and enter the redeployment pool you have 2 weeks to decide to take the reduced position.

After two weeks you can decide to take the reduction in hours at any time during your notice **period as long as the job has not been offered to someone else.**



**The Redeployment pool is your choice!**

## Articles 18.30 a & b

Opting out of redeployment means ceasing work with Queen's and receiving severance pay.



- Opting out within 30 days of receiving notice of layoff = **Enhanced** Severance Pay (Appendix F)
- Opting out after 30 days, but prior to the end of your notice period = **Regular** Severance Pay (Appendix F)



## Temporary Redeployment Options:

### Articles 18.31 a & b

Accepting a term appointment while in the redeployment pool, and then the term position ends, results in two options:

- You return to the redeployment pool on an *unpaid basis* for the remainder of your original notice period, or
- You cease employment with Queen's and receive your regular severance pay



## Taking a new position from the redeployment pool

YOU'RE  
**RE-**HIRED!

### Article: 18.29

- a) You apply for the newly posted position and make it known that you are in the redeployment pool.
- b) If your application meets the requirements of the posted job, you will be interviewed prior to other applications being forwarded to the department.



- c) If you demonstrate that you are qualified to perform the work, you will be offered the position.
- d) If two or more people from the redeployment pool are interviewed and deemed qualified, the Employee with the most seniority is offered the position.

## **18.36 Redeployment Assistance**

Human resources will assist people in the redeployment pool, at their request, to identify new opportunities and take training through ITS and/or the Employee Development Centre in HR.





## **Redeployment applications have priority status**

- Therefore Article 18.13 is critical!
- Find out why you were the unsuccessful candidate quickly
- Redeployment applicants do not have to prove they are the 'most qualified'; only that they have the skills, qualifications and ability 'as set out in the job description'.
- Attempt to find out why you were not selected; this will encourage the University to follow the language as bargained
- Contact your Steward if you suspect you were overlooked to see if a Grievance is warranted.



## What if I want out of the redeployment pool?

### 18.33 Removal

- You can be removed from the redeployment pool by asking HR in writing to remove your name.
- People who obtain an alternative position within the university or receive severance pay will be taken out of the pool.



## What if I wish to defer my severance?

### 18.34 Deferral of Severance

- If you have 1 year of continuous service, but less than 5 years, you can remain in the redeployment pool for an additional **6 months**, without pay, but with priority status.
- If you have 5 years or more of continuous service, you can remain in the redeployment pool for an additional **12 months**, without pay, but with priority status.



**Layoff provisions do not apply to term appointments.**

## **Article 18.35 (a)**

Layoff provisions **do not** apply to term appointments that come to their natural end date.

*We know that this is an issue for Members on Term Appointments.  
All employees should have the same benefits | **THINK BARBAINING!***



## Layoff provisions do not apply to term appointments.

### Article 18.35 (b)

If you are terminated before your term appointment comes to its end you are entitled to a notice period or pay in lieu of notice or a combination thereof based on the Employment Standards Act.

You will be placed in the redeployment pool for the notice period or until the end date of the appointment whichever is earlier.

If you do not obtain a new position within the time period you are entitled to severance pay according to the Employment Standards Act. **According to the ESA you have to have worked for 5 or more years to qualify for severance pay.**



## How does redeployment affect your Seniority & Service?

### 18.06 (a) Seniority

- You continue to accrue seniority and service (vacation) while on your notice period.
- Service must be paid to employees 7 business days following their termination date.
- If you have not been successfully redeployed and you have received your severance, your seniority ceases on your termination day and the clock resets for vacation entitlement.



## How does redeployment affect your Seniority & Service?

### 18.06a Seniority

- If you later secure employment with Queen's in a bargaining unit position, within 13 weeks after your termination date, your seniority and service component (e.g. 27 days vacation) is reinstated.



## Employment Standards Notice Chart

Less than 3 months	None
3 months but less than 1 year	1 week
1 year but less than 3 years	2 weeks
3 years but less than 4 years	3 weeks
4 years but less than 5 years	4 weeks
5 years but less than 6 years	5 weeks
6 years but less than 7 years	6 weeks
7 years but less than 8 years	7 weeks

## Queen's Notice Chart

<b>Completed Years of Continuous Service as at Date of Layoff Notice</b>	<b>Weeks of Notice</b>
During probationary period	3
Completed probationary period but less than 4	8
4 but less than 5	10
5 but less than 10	12
10	16
11	17





Q & A



Questions?

Remember...

