

LETTER OF UNDERSTANDING NO. 14 – RECIPROCAL TRANSFERS AND CHANGES OF STATUS

L14.01 Twice each year, as soon as possible following February 1st and August 1st respectively, the Company and Union at the Headquarters Level will meet to determine where vacancies or staff requirements will be declared for the purpose of actioning reciprocal requests for transfer and change of status.

NOTE: For the life of the agreement, Reciprocal Transfers and Changes of Status, vacancies will be declared wherever there is a matching request between employees in like locations (e.g. Call Centre to Call Centre). The Union agrees that it will not entertain any Article 12 grievances from other employees affected by this item.

L14.02 Once declared, such vacancies or staff requirements will be filled in accordance with the provisions of Article 12, except as modified by the following:

L14.02.01 Selection will be made based on the seniority of the employees whose applications have been received at least fifteen (15) days prior to February 1st and August 1st, as applicable.

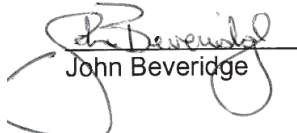
L14.02.02 Offers will be considered conditional until such time as the reciprocating transfer(s) or change(s) of status have been accepted by the employee(s) involved.

L14.02.03 Reciprocal Transfers and Changes of Status will become effective on March 1st or September 1st, or the first day of a new work schedule implementation if mutually agreed upon by the affected employees.

L14.02.04 A transition to Retirement Phase-in status will become effective on March 1st or September 1st, or the first day of the month closest to a new work schedule implementation if mutually agreed upon by the affected employees.

As modified by the parties on March 5th, 2020

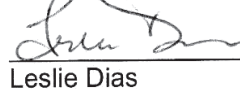
Company:


John Beveridge


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