

COLLECTIVE AGREEMENT JOINT INTERPRETATION UPDATE

Date: May 9, 2017

SUN #: 17-002

Re: Article 23 - Seniority



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Issue: 23.01 c) Tie Breaker for Seniority date

(c) Where two Employees are applying for the same job and have the same hire date and the same conversion number (where applicable), the following will be the process for determining the successful applicant:

(i) The date of their birthday (1 – 31 with 1 being the highest) shall be used as a tie breaker (i.e. in the case of birthdays of January 25 and June 9, the person with the birthday on the 9th would prevail).

(ii) If this does not resolve the tie breaker, then the month of the year that the birthday occurs (1-12 with 1 being the highest) will be used (i.e. in the case of birthdays on January 25 and June 25, the person with the birthday in January will prevail).

Interpretation Guidelines:

Where two (2) or more employees are applying for the same job and have the same hire date and the same conversion number, the process of Article 23.01 c) (i) and (ii) will be followed.

Should it be necessary to have a third tie breaker the following process shall be used:

(iii) A random number will be generated (with one (1) being the highest) and that number will be used as the tie breaker.



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