

# COLLECTIVE AGREEMENT JOINT INTERPRETATION UPDATE

Date: June 24, 2016

SUN #: 16-009

Re: Article 27 – VACANCIES, PROMOTIONS OR TRANSFERS



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## Issue: 27.01 Posting Period

(a) Notice of all vacancies within the scope of this agreement, including those created by leaves of absence of over one hundred and twenty (120) calendar days, shall be posted for ten (10) calendar days in advance of the appointment.

(b) Whenever possible, an Employee selected from the posting procedure shall commence the job within four (4) weeks after the closing date of the posting, unless mutually agreed otherwise.

If the selected Employee vacates the position **prior to the commencement date, or** within thirty (30) calendar days **following** the commencement date, the vacated position shall be offered to other qualified applicants from the original posting. Should there be no other qualified applicants, the position shall be reposted.

(c) Whenever circumstances require that a vacancy be filled before the expiration of the ten (10) **calendar** days, it shall be filled during that interval only on a temporary basis and shall not prejudice any member's bidding rights on the vacancy.

(d) **Positions may be posted prior to becoming vacant.** Posting of **a position** shall take place **no later than** thirty (30) **calendar** days **from the position becoming vacant.** If the Employer does not intend to fill the vacancy, the Union shall be notified within thirty (30) **calendar** days if:

- (1) the position is to be redeployed, or
- (2) the position is to be abolished, or
- (3) the position is to remain vacant and for how long.

(e) The Employer shall post all vacant positions. All positions covered by this Collective Agreement shall be filled with a **registered nurse.**



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**Interpretation Guidelines:**

***Article 27.01 – Posting Period***

**Article 27.01 (b)**

Streamlining the posting and filling of vacancies to ensure appropriate coverage for safe patient care and reduce churn and undue delay is a priority.

If the selected Employee to a posted vacancy chooses to vacate the position prior to the commencement date, or within thirty (30) calendar days following the commencement date, the vacated position will be offered to the other qualified applicants from the original posting. In the event that there are no other qualified applicants, the position will be reposted.

This will allow Employers to ensure that vacated positions are filled in a timely manner with the appropriate staffing to deliver safe patient care.

**Article 27.01 (d)**

This new language ensures that Employers are acting proactively when filling vacant positions. This will ensure consistent and appropriate staffing, reduce the reliance on casual Employees and overtime costs.

Employers should post and fill permanent and temporary vacancies prior to them becoming vacant. This will assist in a seamless transition of Employees into the vacant position and provide opportunity for advanced education and orientation