

JOB POSTING SUPPLEMENT

BETWEEN

CANADIAN FOREST PRODUCTS VAVENBY DIVISION

AND

UNITED STEELWORKERS, LOCAL 1-417

PURPOSE

With the purpose to establish an orderly and equitable manner in which to apply the principle of Seniority, in accordance with Article X, Section 2 of the Collective Agreements; and with the further aim to expedite the movement and management of the working force, it is mutually agreed by the parties, that job vacancies will be posted and filled in accordance with the following:

APPLICATION OF SENIORITY

In its application, Seniority shall be the governing factor in deciding entitlement for job promotions, or for job retention during periods of layoff.

For the purposes of calculating an Employee's Seniority, all periods of layoff, time spent on Workers' Compensation or illness, and all authorized leaves of absence shall be held and computed as continuous service, subject however, to any limitations provided for in the Collective Agreements.

JOB POSTING

Job Posting – when will it apply?

All permanent jobs, other than base rate jobs, shall be posted immediately upon becoming vacant.

PROCEDURE FOR POSTING PERMANENT JOB VACANCIES

In posting vacant or new jobs, the following procedures will be followed:

1. Bulletin Boards provided for the purpose will be supplied by the Company and placed in such location (Heavy Duty Shop, Sawmill Lunchroom, Planermill Lunchroom and Scales) as may be mutually agreed on by the Company and the Plant Committee.
2. Upon a vacancy occurring the job will be posted immediately on the Bulletin Boards Company wide for a period of five (5) calendar days, so as to cover all shifts.

3. A copy of each Job Posting will be given to the Plant Committee.
4. Employees who wish to bid on the posted job shall make application on the form provided and place it in the appropriate bid box, located at the Sawmill, Planer and Mobile Shop lunch rooms within the period set out in Paragraph 2.
5. An employee absent on approved leave of absence, lay-off, illness, or accident at the time of any Job Posting will be allowed to make application within three (3) working days of their return, but in no event later than eighteen (18) working days of the posting of such new job or vacancy. However, such employee may make application through a Job Steward or by written notice to the Company while they are away on leave of absence. Employee must be capable of filling the vacancy within sixty (60) calendar days.
6. The Company shall within forty-eight (48) hours of the closing-off time of the particular Job Posting meet with a Committee member, for the purpose of selecting the applicant and re-post the original Job Posting Notice on which is placed the name of the employee who has been selected for trial on the vacant job. It shall remain posted for a period of forty-eight (48) working hours.
7. An employee selected for a job through Job Posting or the Job Training Program shall be allowed a trial period of up to twenty (20) working days. It is agreed that for good and sufficient cause, an employee may voluntarily return or be sent back to their former position before the expiration of the trial period set out herein. In the latter instance, qualified personnel must have provided ample training time and instruction on the job and there must be no discrimination.
8. For the sake of planning and organization the Company will be allowed a maximum of ten (10) working days, without penalties to release an employee to their new Job Posting.
9. In the event that no one in the Plant makes application, or if all the applicants fail to qualify, then Management may hire someone for the job.
10. Should an employee confirmed in a job (i.e. Has completed a satisfactory trial period), and wishes to relinquish that job, other than through Job Posting, they shall revert to an entry level job until such time as a Job Posting occurs and for which they become the successful applicant.

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11. The Job Posting Form shall contain the following information:


- The name and description of the job
- The area in which the job vacancy has occurred
- The hourly rate and job code
- The shift on which the job is open, i.e. Day Shift, Swing Shift, Weekend Shift or Steady Graveyard
- The date and hour on which the notice was posted, and the date and hour on which the closing-off time for applicants will be received
- The place to which the employee may apply for the vacancy
- A space provided to place the name of the employee who has been selected to fill the vacancy
- Stating any Certification or Qualifications that may be required


This agreement shall form part of the collective agreement between the parties and may be re-opened for amendments or termination by either party upon thirty (30) days written notice to the other.

Signed this 4 day of July, 2013.

FOR:

CANADIAN FOREST PRODUCTS LTD.
Vavenby Division





FOR:

UNITED STEELWORKERS
Local 1-417

