

## **BUMPING RIGHTS**

The collective agreement at Naylor has a provision that allows members to bump into other classifications.

*Article 12.3 reads: "Where it is necessary to reduce the working force within a classification, seniority shall be the only governing factor. Where an employee is qualified to work in more than one classification, he/she may bump an employee in that classification if he/she has the skills and seniority to perform the duties of that classification within a ten (10) working day familiarization period."*

This language means that members may be able to bump into other classifications if they are senior to the incumbent, and if they know substantially all of the requirements of the job. It may be possible that a member has done the work in the other classification in the past but just needs a brief period of time to review the tasks again to be in a position to perform the work without further training.

Bumping may have an impact on your level of EI benefits. The benefits are calculated based on 26 weeks of earnings. If a member bumps into a bindery helper position, but 26 weeks later the employer shuts down the bindery, the EI benefit would be quite a bit lower because it would be based on the lower earnings. You need to weigh the benefit of your employment continuing for longer, albeit at a lower rate of pay, against the benefit of receiving EI benefits at a higher rate. The likelihood of finding alternate employment during the EI benefit period may be a factor in your assessment to bump.