

## CUPE STAFFING

### Question and Answer Session Recap

**1. When do I need to apply for postings?**

A: You need to apply, if you are not made redundant (didn't receive a lay-off notice), and you want to change positions.

**2. I am not redundant, but am bumped during staffing. I now want to be considered for an open posting, but I did not apply. Will I still be eligible?**

A: YES. When we reach you on the seniority list, we will call you. If you are interested in any of the postings that are still available, and you meet the minimum qualifications as listed in the posting, you can accept the posting without having to apply for it.

**3. Will there be additional postings?**

A: yes, there will be postings after the staffing process has finished, up to July 15, 2017, and after August 15, 2017. There will be no postings between July 15, 2017 and August 15, 2017.

**4. How do I know when postings are coming out?**

A: You can set up an email alert. Click on the following link for the instructions: <https://kawarthapineridge.sharepoint.com/sites/DocumentCenter/Documents/Setting%20Job%20Posting%20Alerts.pdf#search=quick%20tip>

**5. I am an EA, but am CYW qualified. I am laid off/bumped from my EA position. Can I bump a CYW?**

A: No, because you cannot bump into a higher pay band. You can certainly post into an open CYW posting.

**6. Can I still move over the summer or am I locked in for 6 months?**

A: Yes, anyone can apply for the summer rounds of postings. Once you start the position, you are locked in for 6 months, unless the position you are applying for is an increase in hours or rate of pay.

Here are several scenario's:

1. You are laid off/ bumped from your current position and you bump someone at Staffing week. You are not successful in getting another position during the summer rounds of postings. You start the position you bumped into during Staffing week: **You are not locked in for six months. You can still apply, and if successful, can move to another position. Once you start**

**that new position, you are locked in for 6 months, unless another position you are applying for is an increase in hours or rate of pay.**

2. You are laid off/bumped from your current position and you bump someone at Staffing week. You apply and are successful in obtaining another position during the summer rounds of postings. You start that position at the first day of school, **you are locked in for 6 months, unless the position you are applying for is an increase in hours or rate of pay.**
  
3. You are not laid off/nor bumped during the Staffing week. You apply for another position during staffing week or during the summer rounds of postings. You are successful. Once you start that new position, **you are locked in for 6 months, unless the position you are applying for is an increase in hours or rate of pay.**

**7. Can I bump two part time positions to make one full time position?**

A: Yes. If you are laid off/bumped from a part-time position, you can bump a full-time position, as long as it is the same pay band or less, and the individual you are bumping has less seniority. You will need to meet the minimum qualifications of that position prior to bumping into that position, and you should be able to do the full duties of that position with orientation only.