



FAQ's about Riverview Closure

1. If I accept a transfer to one of the new sites, does the rule of “85” now change to “90”?

Answer: The Successorship Agreement provides you with the choice to remain in the Public Service Pension Plan. As long as you remain in that plan, the “Rule of 85” remains.

2. What do I do about seniority list discrepancies?

Answer: An updated seniority list will be coming out in the near future. Please look it over carefully to ensure that your information is accurate. If you see any problems, report them immediately to the employer. It is better to deal with them now rather than when you need to make decisions during layoff proceedings. If you require assistance, contact your local union steward.

3. How does seniority work in this type of situation?

Answer: In determining who the “supernumerary” employees are; classification seniority is used. For example, if the employer determined that they had too many Nurse 5s, they would look for the Nurse 5 at Riverview who was in that classification for the least amount of time. That would be the person identified as supernumerary. If two or more Nurse 5s held the same amount of classification seniority, then their length of continuous service in the Public Service (i.e.: Service Seniority) would be used as the tie breaker.

Service seniority is used to determine how much notice a laid off employee receives and also whether the laid off employee can access the options listed in the table in Article 13.08(b)(5). Recalls are also based on service seniority.

4. If I chose to apply for one of the RRL positions, do I have to be interviewed?

Answer: The Health Sector Employer may require an interview or wish to meet with you informally prior to you getting the job. The selection criteria are based on qualifications, experience and efficiency. That being said, you will be employed to work with the same patients that you currently work with. It would be very difficult for an Employer to say that you are not suitable.

In addition to this, the Employer is also committed to providing you with training on preparing your resume and cover letters as well as how to present well at interviews. We recommend that you look into these training opportunities as they will assist you in being prepared and confident at these interviews.

5. If I chose to bump a nurse in a lower classification at the hospital will I be red-circled?

Answer: If there are no options available to you that would allow you to stay in your current classification, then you would be able to retain your current rate of pay. You would not be subject to any wage increases though until such time as the lower

classification's rate of pay has caught up to your rate of pay. This is covered under Article 27.07(a).

6. As a Nurse 7, there aren't any vacancies in my workplace. Can I fill a vacancy or bump into a position as a Nurse 7 case manager in the Community (i.e.: in the Forensic clinics)?

Answer: You cannot bump into such a position however; the Employer may chose to offer such a position as part of the Article 13.04 Pre Layoff process if such a position is vacant. You would also be eligible to take a vacancy in the Community if you were given your layoff notice, had three or more years service seniority, and could not access any of the other options listed in lines (i) to (viii) in the table in Article 13.08(b)(5).

7. I am classified as a Nurse 4 but am the only one trained to do my job. If I have less seniority, can someone who is not trained for my job bump me?

Answer: It is the Union's opinion that you can be bumped. The employer has repeatedly said that all nurses in a classification are interchangeable. As a Nurse 4 you are required to have the requisite entry-level nursing training. Anything other than that would, in our opinion, be the responsibility of the Employer to provide. They would be responsible to give such training to anyone who chose to bump your position.

8. Explain to me Jurisdictional Units and Seniority Blocks.

Answer: Article 13.02 describes these in detail. For the purposes of this closure and to provide clarity, it is sufficient to note that you work in the Hospital Jurisdictional Unit and your Seniority Block is Riverview Hospital.

9. When can a person bump and how does it work?

Answer: There are only two times when bumping (displacement is the term used in the agreement) can be done. The first time is after the employer has determined who the supernumerary employees are (See Article 13.05(a)). In this case, bumping can only occur if the supernumerary employee has no vacancies available at Riverview to be placed in. They can then bump any employee with less seniority at Riverview Hospital only.

The second instance where an employee can bump would be when they are given layoff notice (See Article 13.08(b)(5)). In this case, provided they have a minimum of three (3) years service seniority, they are able to bump into other Seniority Blocks (such as Forensic Hospital) and Geographic Locations (such as Oak Bay Lodge). However, they can only bump employees with **less than three (3) years service seniority**.

10. How will the UPN support me during this process?

Answer: Your Union will be supporting you throughout this closure. First, we will provide periodic Update notices similar to the one recently sent out to all Riverview staff. Through these we plan to provide you with clear information that will dispel the rumours that are circulating.

Second, you can e-mail the Director of Operations and Member Services at any time with your questions and concerns and they will be addressed in a timely manner. Any issues that come up on a regular basis will be added to this FAQ sheet and kept on our website.

Both the Local Union and the Provincial office will represent you at the Labour Adjustment Committee meetings. Through this Committee we will be able to deal with issues before you have to make your decisions. We will then be able to provide clear and accurate advice that will assist you.

When you need to meet with the Employer to either get information on your options or to make your choices, Local Stewards will be available to go to these meetings with you and to ensure that your rights are protected.

If members have specific suggestions on how the Union may support them further, please e-mail them to the Union office and they will be given due consideration and acted on if practical and possible.

11. What if the Employer doesn't follow the proper procedures?

Answer: We are in constant discussion with the Employer to avoid this possibility and to ensure that things go as smooth as possible for you. We both realize that this is a stressful time and we want to minimize any difficulties. That being said, we recognize that problems sometimes occur event with the best plans. Should a problem occur, your steward will assist you in trying to resolve the matter as quickly as possible. If it can't be solved at that level then we will expedite the dispute procedures to get you a resolve as soon as possible.

We have several other questions which we hope to answer in the near future. However, in order to assure that the answers are accurate, we will need to confer with the Employer. Please continue to check this site on a regular basis as we will be updating it as new information comes in.