

## DISCLAIMER

THIS PRESENTATION IS DESIGNED AND PRESENTED AS A TRAINING AID TO ASSIST IN THE EXPLANATION OF THE BUMPING PROCESS. SOME PARTS OF THIS PROCESS MAY BE SUBJECT TO CHANGE PRIOR TO THE ACTUAL IMPLEMENTATION OF THE BUMPING PROCESS. SOME OF THE WORDING AND OPTION SELECTIONS ON THE [BUMPING AND RECALL ELECTION FORM](#) MAY CHANGE AND APPEAR DIFFERENTLY ON THE FORMS ISSUED BY THE COMPANY THAN THE SECTIONS OF THAT FORM THAT ARE DEPICTED IN THIS PRESENTATION.

**IT IS THE RESPONSIBILITY OF EACH EMPLOYEE TO CAREFULLY READ AND COMPLETE THEIR BUMPING AND RECALL ELECTION FORM AND SUBMIT IT TO THE COMPANY WITHIN THE ALLOTTED TIME PERIOD.**

PLEASE CONTACT YOUR STEWARD OR SHOP COMMITTEE TO CLARIFY ANY QUESTIONS YOU MAY HAVE WITH RESPECT TO THE BUMPING PROCESS.



# Bumping 101

## Article 16.15

Presented By LL764 YVR Tech Ops Shop Committee  
May 2011

THIS DOCUMENT IS NOT AN EXACT STEP BY STEP  
REPLICATION OF THE ACTUAL BUMPING PROCESS.  
**THIS IS DEVELOPED AS A TRAINING DOCUMENT**  
TO FACILITATE THE EXPLANATION AND UNDERSTANDING  
OF THIS PROCESS. WE HAVE MODIFIED THE STEPS BUT  
NOT THE PROCESS OR THE ULTIMATE RESULT.



# Rules to Remember

- Must bump Senior to Junior
- Must bump Point, Division and System
- Endeavour to accommodate in accordance with their preference  
{Art.16.15.02 e}



Establish laid-off employees with the locations of the **Junior** employees in the **Division**.

Employees in Order of Seniority and Their Choices in order of Preference	Points in Reverse Order of Seniority
1 Al – YYC, YEG, YYZ, YUL, YWG	1 YWG
2 Bill – YYC, YEG, YYZ, YUL	2 YWG
3 Charlie – YWG, YYZ, YUL, YYC,	3 YWG
4 Dave – YYZ, YUL, YYC	4 YYC
5 Eric – YYC, YWG, YEG, YYZ,	5 YWG
6 Frank – YYZ, YUL	6 YWG
7 George – YYC, YEG, YWG, YUL	7 YEG
8 Harry – YYC, YEG, YYZ, YUL	8 YWG
9 Isaac – YYZ, YUL, YWG	9 YWG
10 John – YYZ, YUL	10 YWG
11 Kyle – YYC, YYZ, YUL, YHZ	System Seniority Rights
12 Larry – YEG, YWG, YYZ, YUL	Art. 16.15.01

The number of laid-off employees must equal the number of employees who may be bumped. {Art. 16.15.01 & 16.15.02}



Step 1 – Align laid-off employees with the locations of the **Junior** employees in the **Division**. {Art. 16.15.02 (a) & (b)}

Employees in Order of Seniority and Their Choices in order of Preference		Points in Reverse Order of Seniority	
1	Al – YYC, YEG, YYZ, YUL, YWG	1	YWG
2	Bill – YYC, YEG, YYZ, YUL	2	YWG
3	Charlie – YWG, YYZ, YUL, YYC,	3	YWG
4	Dave – YYZ, YUL, YYC	4	YYC
5	Eric – YYC, YWG, YEG, YYZ,	5	YWG
6	Frank – <b>YYZ, YUL</b>	6	YWG
7	George – YYC, YEG, YWG, YUL	7	YEG
8	Harry – YYC, YEG, YYZ, YUL	8	YWG
9	Isaac – YYZ, YUL, YWG	9	YWG
10	John – <b>YYZ, YUL</b>	10	YWG

Step 2 – Eliminate Frank and John because they have elected not to bump in the Division! Both Frank and John **are now Laid off!** Because only 8 people will now bump, eliminate points 9 and 10. {Art. 16.15.02 (c) & (d)}



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Employees in Order of Seniority and Their Choices in order of Preference	Points in Reverse Order of Seniority
1 Al – YYC, YEG, YYZ, YUL, YWG	1 YWG
2 Bill – YYC, YEG, YYZ, YUL	2 YWG
3 Charlie – YWG, YYZ, YUL, YYC,	3 YWG
4 Dave – YYZ, YUL, YYC	4 YYC
5 Eric – YYC, YWG, YEG, YYZ,	5 YWG
6 <del>Frank</del> – Laid off	6 YWG
7 George – YYC, YEG, YWG, YUL	7 YEG
8 Harry – YYC, YEG, YYZ, YUL	8 YWG
9 Isaac – YYZ, YUL, YWG	9 <del>YWG</del>
10 <del>John</del> – Laid off	10 <del>YWG</del>

Step 3 – Start aligning the Employees with their choices in order of seniority.



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1	Al – <b>YYC</b> , YEG, YYZ, YUL, YWG	1	<b>YWG</b>
2	Bill – YYC, <b>YEG</b> , YYZ, YUL	2	YWG
3	Charlie – <b>YWG</b> , YYZ, YUL, YYC,	3	YWG
4	Dave – <b>YYZ, YUL, YYC</b>	4	<b>YYC</b>
5	Eric – YYC, YWG, YEG, YYZ,	5	YWG
6	<del>Frank</del> – Laid off	6	YWG
7	George – YYC, YEG, YWG, YUL	7	<b>YEG</b>
8	Harry – YYC, YEG, YYZ, YUL	8	YWG
9	Isaac – YYZ, YUL, YWG	9	<del>YWG</del>
10	<del>John</del> – Laid off	10	<del>YWG</del>

AL to YYC

Bill to YEG

Charlie to YWG

**Dave has nowhere to bump – he is now laid-off!**

Step 4 – Remove Dave and location 8 and start the process again.



## Notice:

Dave is laid off because there is no one junior in his Division located at any of his choices when it was his turn to bump.





Step 4 – Remove Dave and location 8 and start the process again.

1	Al – <b>YYC</b> , YEG, YYZ, YUL, YWG	1	<b>YWG</b>
2	Bill – YYC, <b>YEG</b> , YYZ, YUL	2	<b>YWG</b>
3	Charlie – <b>YWG</b> , YYZ, YUL, YYC,	3	<b>YWG</b>
4	<del>Dave</del> – Laid off	4	<b>YYC</b>
5	Eric – YYC, <b>YWG</b> , YEG, YYZ,	5	YWG
6	<del>Frank</del> – Laid off	6	YWG
7	George – YYC, YEG, <b>YWG</b> , YUL	7	<b>YEG</b>
8	Harry – <b>YYC, YEG, YYZ, YUL</b>	8	<del>YWG</del>
9	Isaac – YYZ, YUL, YWG	9	<del>YWG</del>
10	<del>John</del> – Laid off	10	<del>YWG</del>

AL to YYC

Bill to YEG

Charlie to YWG

Eric to YWG

George to YWG

**Harry has nowhere to bump, he is now laid off!**

Step 5 – Remove Harry and location 7 and start the process again!



Step 5 – Remove Harry and location 7 and start the process again!

1	Al – <b>YYC</b> , YEG, YYZ, YUL, YWG	1	YWG
2	Bill – <b>YYC, YEG, YYZ, YUL</b>	2	YWG
3	Charlie – YWG, YYZ, YUL, <b>YYC</b> ,	3	YWG
4	<del>Dave</del> – Laid off	4	<b>YYC</b>
5	Eric – YYC, YWG, YEG, YYZ,	5	YWG
6	<del>Frank</del> – Laid off	6	YWG
7	George – YYC, YEG, YWG, YUL	7	<del>YEG</del>
8	<del>Harry</del> – Laid off	8	<del>YWG</del>
9	Isaac – YYZ, YUL, YWG	9	<del>YWG</del>
10	<del>John</del> – Laid off	10	<del>YWG</del>

AL to YYC

**Bill has nowhere to bump, he is now laid off!**

Step 6 – Remove Bill and location 6 and start the process again!



Step 6 – Remove Bill and location 6 and start the process again!

- 1 Al – **YYC**, YEG, YYZ, YUL, YWG
- 2 ~~Bill~~ – Laid off
- 3 Charlie – **YWG**, YYZ, YUL, YYC,
- 4 ~~Dave~~ – Laid off
- 5 Eric – YYC, **YWG**, YEG, YYZ,
- 6 ~~Frank~~ – Laid off
- 7 George – YYC, YEG, **YWG**, YUL
- 8 ~~Harry~~ – Laid off
- 9 Isaac – YYZ, YUL, **YWG**
- 10 ~~John~~ – Laid off

- 1 **YWG**
- 2 **YWG**
- 3 **YWG**
- 4 **YYC**
- 5 **YWG**
- 6 ~~YWG~~
- 7 ~~YEG~~
- 8 ~~YWG~~
- 9 ~~YWG~~
- 10 ~~YWG~~

AL to YYC  
Charlie to YWG  
Eric to YWG  
George to YWG  
Isaac to YWG

All members have been accommodated in their order of preference.

All junior people in the **Division** have been bumped.

The bumping process is now complete in the **Division** .



Because **senior** people did not select all points, **junior** people are affected because there are less points available.



And...because **junior** people did not select all points, **senior** people are affected because there are also less choices available!



# So Remember:

If the name of the game is to stay employed, or to reach a milestone, select all of your points in order of preference.



(Scenario #2)

If we now replay this same  
layoff with everyone having  
chosen all their points.

Let's see what will happen...



Step 1 – Align laid-off employees with the locations of the **Junior** employees in the **Division**.

Employees in Order of Seniority and Their Choices in order of Preference		Points in Reverse Order of Seniority	
1	Al – YYC, YEG, YYZ, YUL, YWG	1	YWG
2	Bill – YYC, YEG, YYZ, YUL, YWG	2	YWG
3	Charlie – YWG, YYZ, YUL, YYC, YEG	3	YWG
4	Dave – YYZ, YUL, YYC, YWG, YEG	4	YYC
5	Eric – YYC, YWG, YEG, YYZ, YUL	5	YWG
6	Frank – YYZ, YUL, YWG, YYC, YEG	6	YWG
7	George – YYC, YEG, YWG, YUL, YYZ	7	YEG
8	Harry – YYC, YEG, YYZ, YUL, YWG	8	YWG
9	Isaac – YYZ, YUL, YWG, YEG, YYC	9	YWG
10	John – YYZ, YUL, YWG, YYC, YEG	10	YWG
<hr/>			
11	Kyle – YYC, YYZ, YUL, YHZ	<b>System Seniority Rights</b>	
12	Larry – YEG, YWG, YYZ, YUL	Art. 16.15.01	





Step 1 – Align laid-off employees with the locations of the **Junior** employees in the **Division**.

Employees in Order of Seniority and  
Their Choices in order of Preference

Points in Reverse  
Order of Seniority

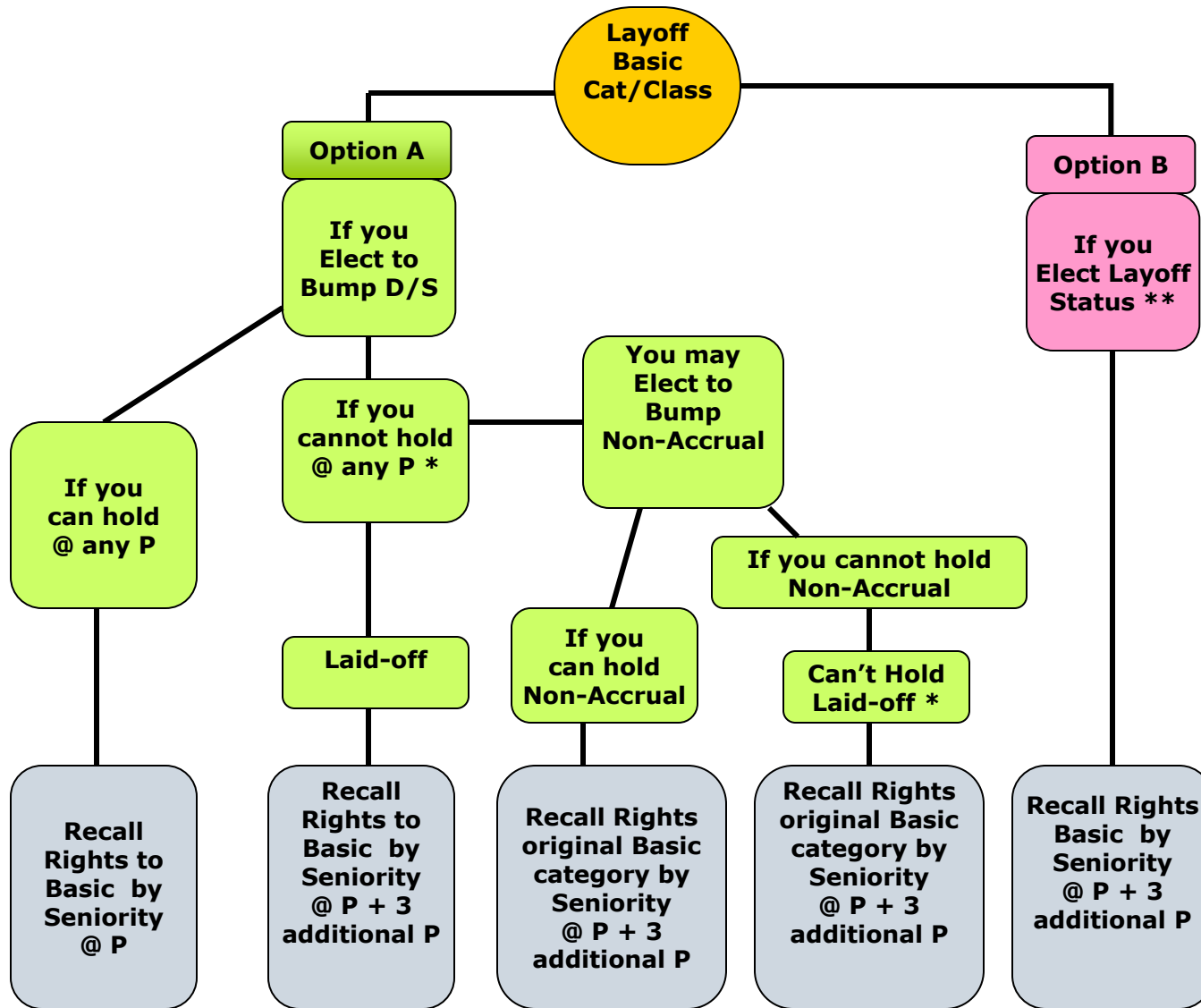
- |       |   |
|-------|---|
| 1     | Al – <b>YYC</b> , YEG, YYZ, YUL, YWG      |
| 2     | Bill – YYC, <b>YEG</b> , YYZ, YUL, YWG    |
| 3     | Charlie – <b>YWG</b> , YYZ, YUL, YYC, YEG |
| 4     | Dave – YYZ, YUL, YYC, <b>YWG</b> , YEG    |
| 5     | Eric – YYC, <b>YWG</b> , YEG, YYZ, YUL    |
| 6     | Frank – YYZ, YUL, <b>YWG</b> , YYC, YEG   |
| 7     | George – YYC, YEG, <b>YWG</b> , YUL, YYZ  |
| 8     | Harry – YYC, YEG, YYZ, YUL, <b>YWG</b>    |
| 9     | Isaac – YYZ, YUL, <b>YWG</b> , YEG, YYC   |
| 10    | John – YYZ, YUL, <b>YWG</b> , YYC, YEG    |
| <hr/> |   |
| 11    | Kyle – YYC, YYZ, YUL, YHZ                 |
| 12    | Larry – YEG, YWG, YYZ, YUL                |

- |    |            |
|----|------------|
| 1  | <b>YWG</b> |
| 2  | <b>YWG</b> |
| 3  | <b>YWG</b> |
| 4  | <b>YYC</b> |
| 5  | <b>YWG</b> |
| 6  | <b>YWG</b> |
| 7  | <b>YEG</b> |
| 8  | <b>YWG</b> |
| 9  | <b>YWG</b> |
| 10 | <b>YWG</b> |

**System Seniority Rights**  
Art. 16.15.01



# Recall Rights for a Basic Category/Classification



**P = Point**  
**D = Division**  
**S = System**

**Note:**  
 The recall options in this scenario are per Art. 16.16.01

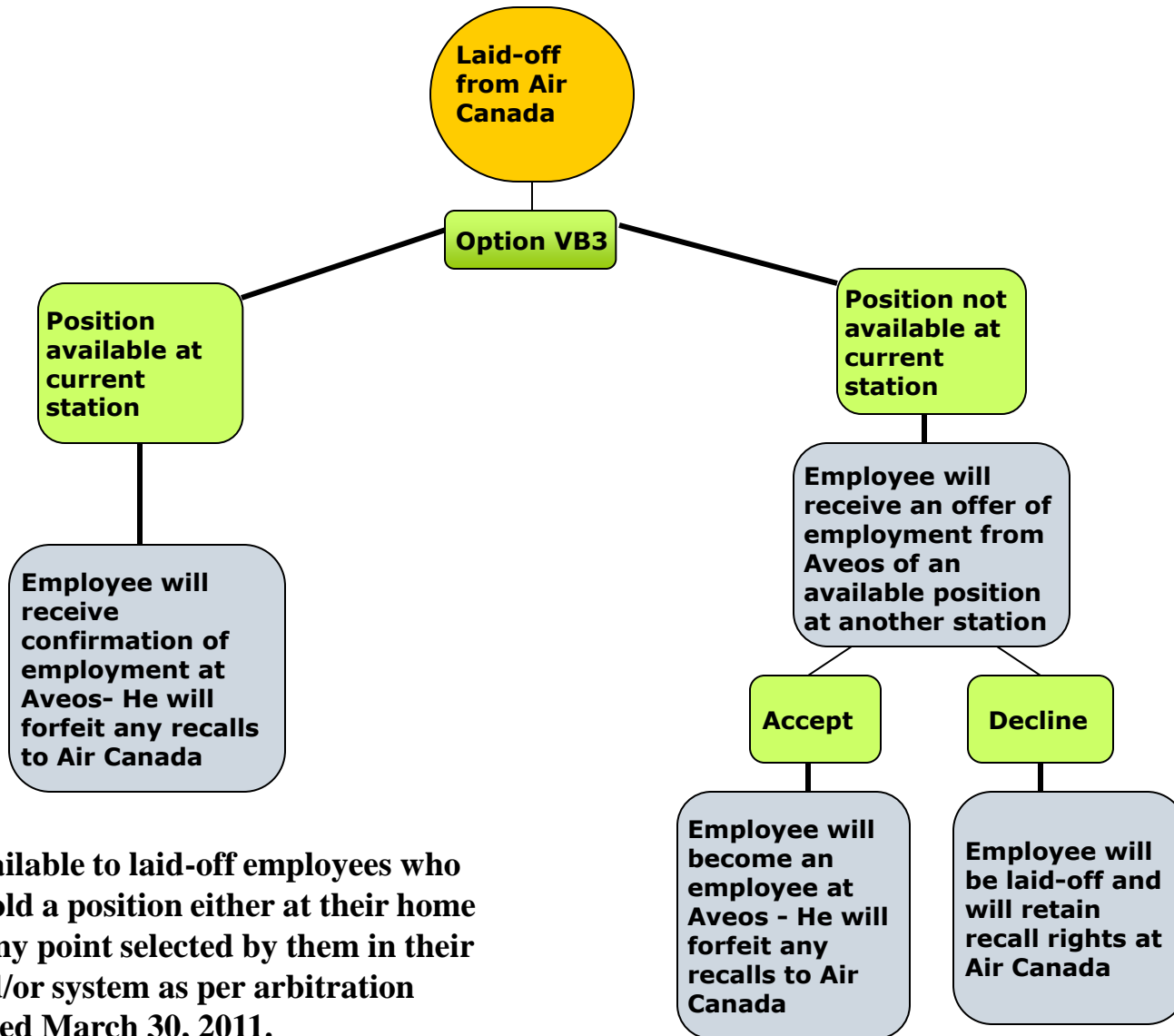
\* Refer VB3 on next slide

\*\* An employee selecting layoff status and not attempting to exercise their bumping privileges cannot select VB3 option



# Employee has selected VB3 on layoff form

Final version  
31 March 2011



**NOTE:** Available to laid-off employees who could not hold a position either at their home base or at any point selected by them in their division and/or system as per arbitration decision dated March 30, 2011.



# SELECTION 6

**SELECTION 6: (IMPORTANT TO COMPLETE THIS OPTION - FAILURE TO DO SO WILL RESULT IN HAVING RECALL RIGHTS AT YOUR POINT OF LAY-OFF ONLY)**

If you elect to assume laid-off status or are unable to bump, you may specify up to three (3) additional points to which you wish to be recalled **in addition to your present point.**

Your classification and category are currently utilized in the Seniority Division and/or on the system at the following points:

**YYC-YEG-YYT-YHZ-YYZ-YOW-YUL**

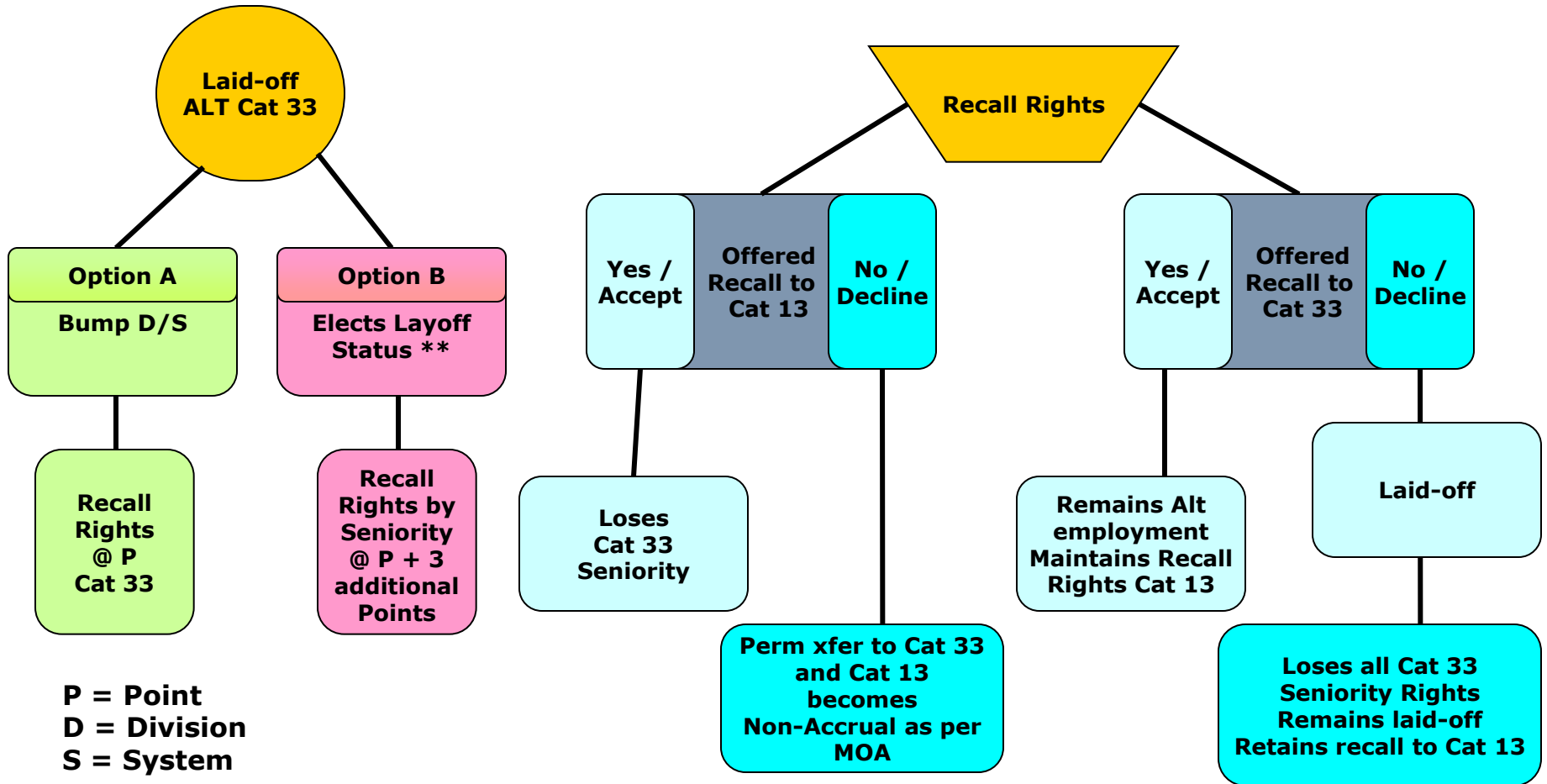
In accordance with the above, I elect to be offered recall to the following points,  
**in addition to my present point (point of layoff):**

1.	2.	3.
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# Previously Laid-off Cat 13

## Currently working as Alternate Cat 33 (5 years in position)

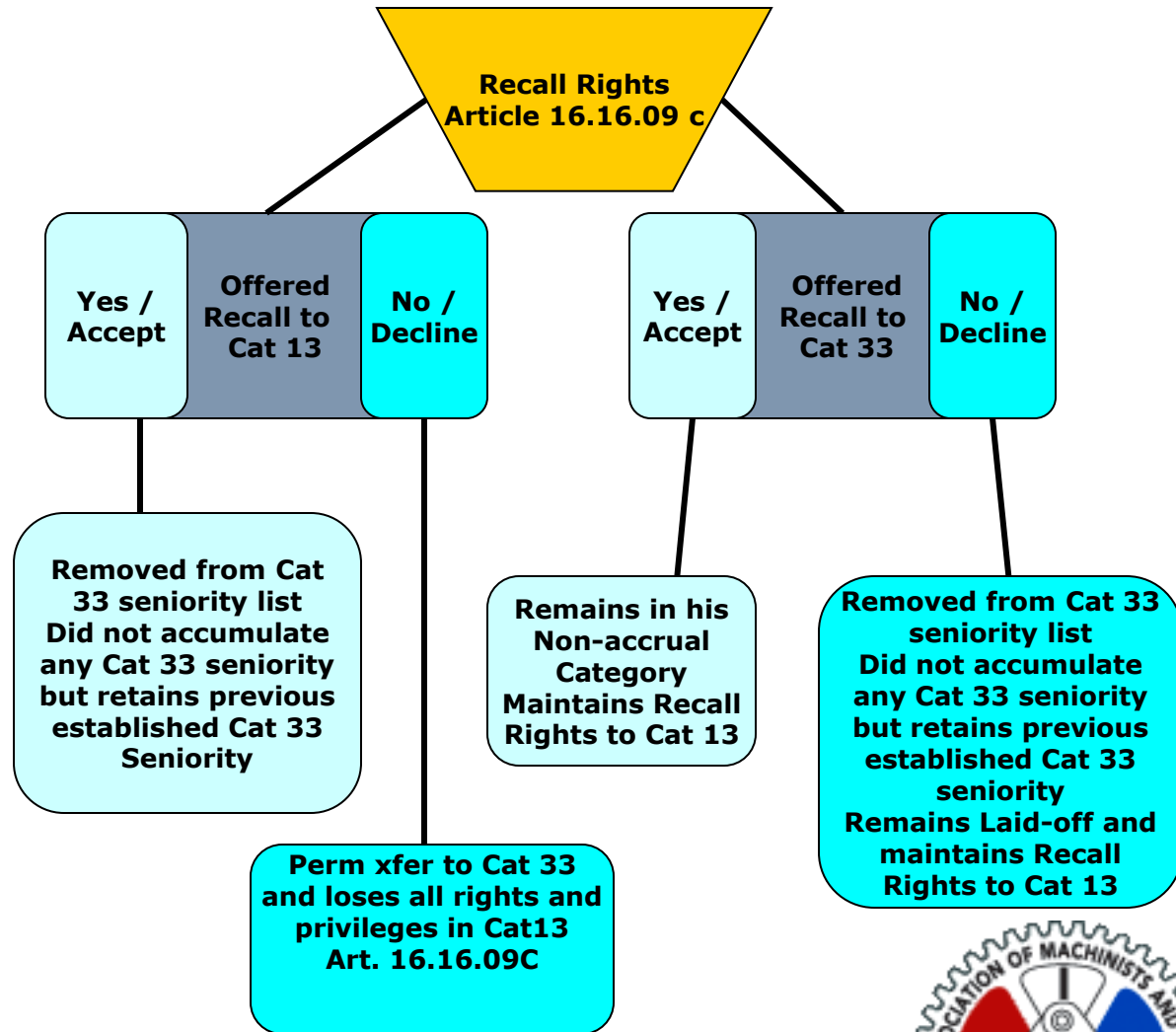
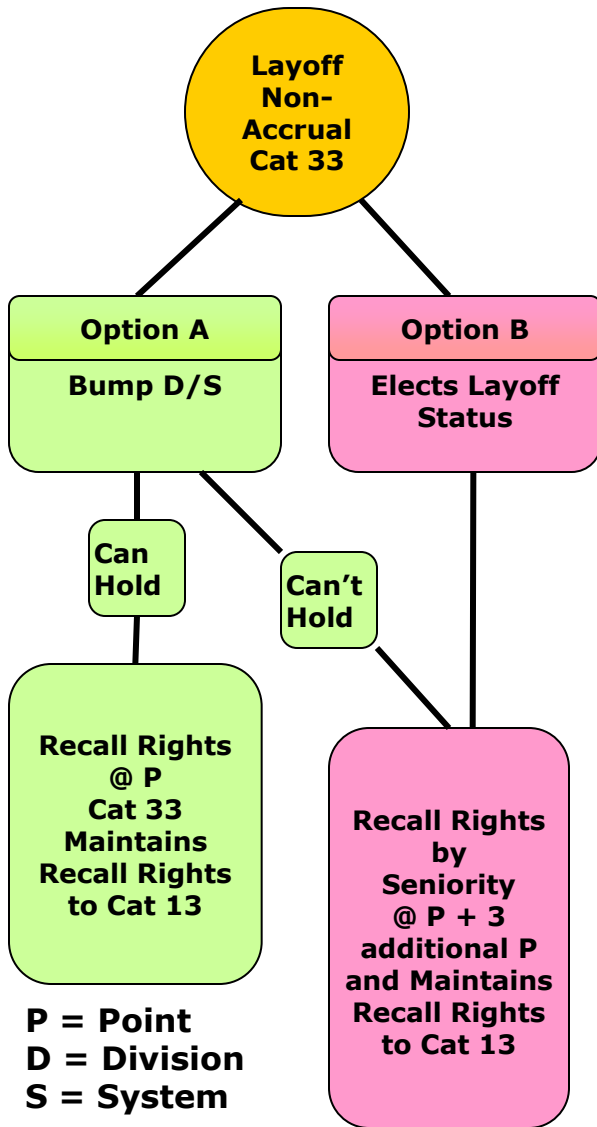


**P = Point**  
**D = Division**  
**S = System**

**\*\* An employee selecting layoff status and not attempting to exercise their bumping privileges cannot select VB3 option**



# Previously Laid-off Cat 13 In Non-Accrual Cat 33 (5 years in position)



# Q & A?



Lastly, Make the decision that is **Best for You!** We can only provide the information for you to make an informed decision. The choice is yours alone.

