

# QUICK FACTS

JUNE 2024



## Post & Fill – What do you need to know.....

*Q – Do I automatically get the job if I’m the most senior applicant?*

*A – Sometimes “Yes”, and sometimes “No”, members that are making a lateral move, especially clerical then the expectation would be “Yes”, members that are looking to move into a different job description then perhaps “No”.*

*Q – Can I bring notes or reference materials to my interview?*

*A – The Union has never seen or heard of this being acceptable, the expectation has always been that you need to demonstrate your skills without accessing any outside resources, if unsure email the supervisor for clarification.*

*Q – Can I be asked about my ability to perform duties or take on responsibilities that are outside the scope of the Job Description?*

*A – Absolutely Not! If you have been asked about your ability to perform a task, or tasks, that are in no way referenced in the Job Description, then the Union wants to hear about this because if that is an expectation of the position then there is a process in which the Union and the Employer must engage in to address the need for change.*

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Article 7 in our Collective Agreement speaks to Seniority, in particular the following:

### **7.9 Seniority Tie Breakers**

Where the seniority of two (2) or more regular or school term employees is equal, the employee with the earliest date of hire as a probationary employee shall be deemed to have the greatest seniority. Where the date of hire is equal, the employee with the earliest date of application for regular or school term employment shall be deemed to have the greatest seniority. This clause will be effective for employees hired after the date of ratification.

Article 8 in our Collective Agreement goes into great detail regarding Staff Changes and we suggest that you pay careful attention to 8.1 Appointments (b) Selection Criteria, as the primary consideration is the required knowledge, ability and skills for the said position, therefore if you are already holding such a position and a Supervisor has never taken issue with your performance then it would be suspect on the part of those responsible for hiring for the vacancy if the most senior applicant making a lateral move was overlooked.

Discrimination due to medical issues, or any other protected grounds, either known or to be perceived, is a violation of the Human Rights Code and something the Union simply will not tolerate. Nor will we tolerate senior applicants being overlooked for positions because they are not well liked (dubbed as “troublemakers”), or not willing to be taken advantage of (i.e., work for free, or work outside the scope of the job description). This is not a popularity contest, nor is it an exercise to recruit sycophants, we have very few rights and entitlements in our Collective Agreement in relation to the post and fill process so for those that have spent the better part of their working careers trying to obtain one of the few sought after positions in our District only to be swept aside for a shiny new model is shameful and cannot be tolerated.

Members who feel they have been overlooked in the application process, or who were not the successful applicant even though they believe they were the most senior should be contacting a shop steward and expressing their concerns as the Union is always willing to file a Grievance as the onus is on the Employer to demonstrate how they arrived at their decision.

*“Dream it, Wish it, Do it!”*

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