

Master Seniority List for the Trades

History- Over time as Filing and Computer`systems have changed the main seniority . lists have become confused and inaccurate

Process- We collected company and Union list's and compared them, we compiled an updated list. This list was then circulated to the crews shop steward,who then discussed with the crews, any discrepancies were then corrected
This now becomes the master list going forward all previous list's are void as of this Date

May 1 2007

Definitions

Division Seniority-

The day you started at this Mill

Used For- Calculating Vacation entitlements,Pension credits, Applying for Department postings, Apprenticeships. In the event of a Lay Off when you no longer have enough seniority to work at a job in the mill. For work during Full Mill Curtailments

Department Seniority

The day you start in the Department regardless of job function

Used For-

Awarding area postings,and in the event of an area being downsized department seniority decides who stays and who moves to vacancy Working Statutory Holidays

In the event of a Department Lay Off the order by which who goes and stays
Example: Millwrights have 56 people, company decides to reduce to 53 bottom 3 by department seniority go back into mill pool.

If no one applies for a posting it will be assigned to the junior person in the Department by Department Seniority

Exception: Unfill maintenance area postings will be assigned to the tradesman who does not have an area assigned already

Job Seniority [Trade Seniority]

If hired as a tradesman will be the same date as Department Seniority
If an Apprentice after finish of third year of Apprenticeship

Used For-

Awarding of Working Foreman postings

Awarding of fulltime Shift postings and shift relief

Awarding of Department specialized jobs [higher rate of pay]

Example- Vibration, Roll Grinding, Sprinkers etc: