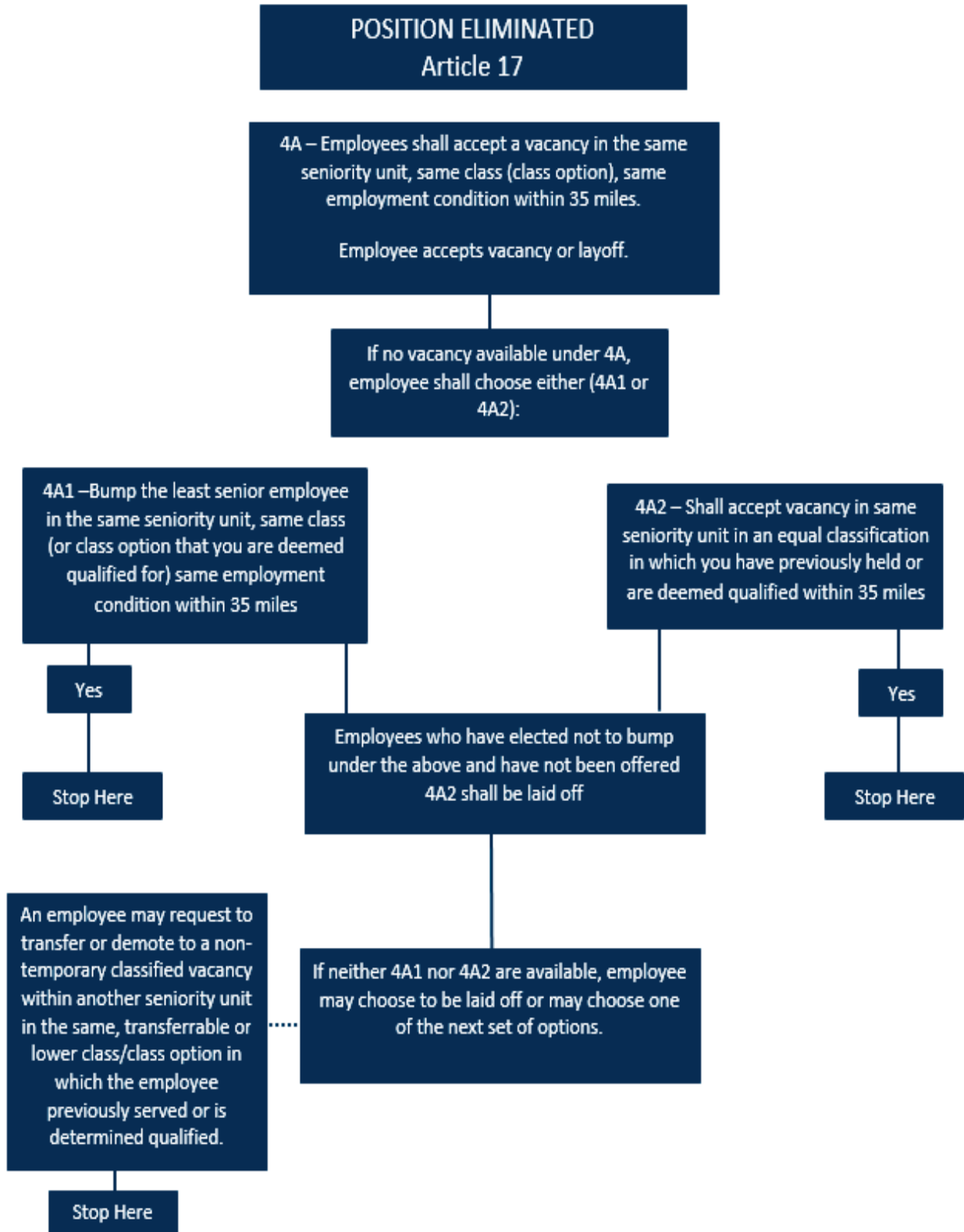
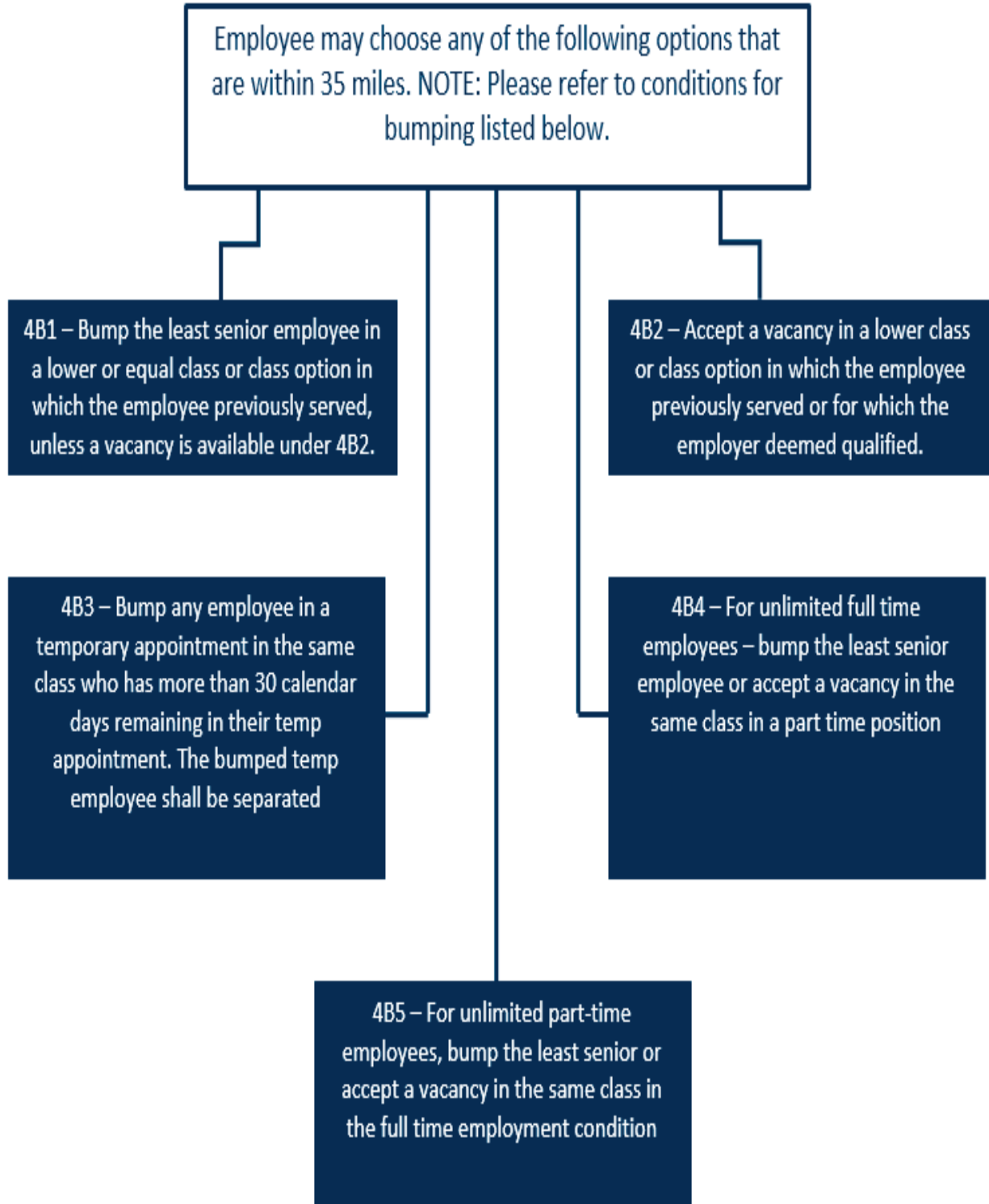
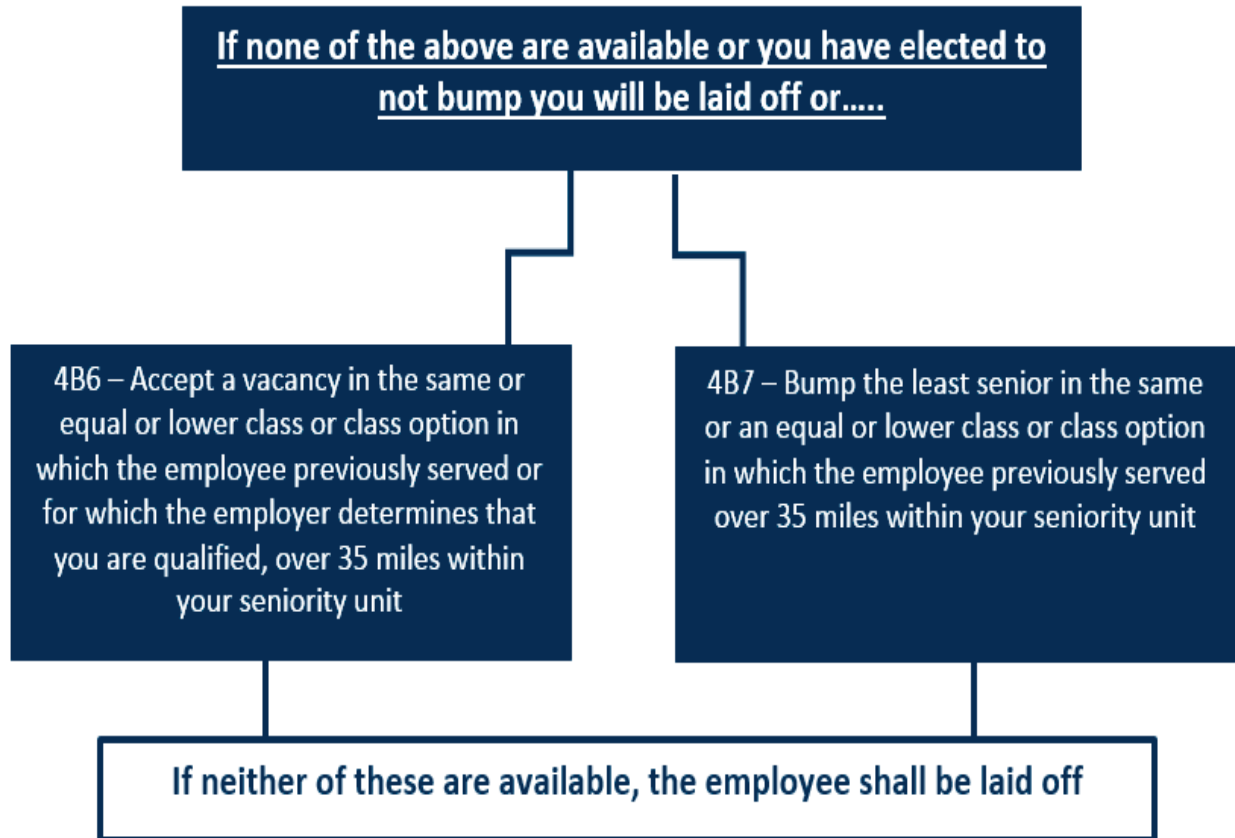


APPENDIX M - Flow Chart for Layoffs







Conditions

- In all cases the employee exercising an option is restricted to those positions within the same seniority unit (Appendix D) and except in options 4b 3, 4 & 5, the same employment conditions
- In all cases of bumping, the employee must have greater Classification Seniority in the class/class option into which they are bumping to. In the case of a class option, must have served in the option or be determined by the employer to be qualified for the option
- If an employee does not have enough Classification seniority to bump into a previously held classification, they can use classification seniority to bump into the next previously held classification
- When a vacancy exists in a classification/option that the employee has a right to bump into, the employee MUST accept the vacancy prior to accepting the bump, EXCEPT when that option is to a lower class/option within 35 miles and the vacancy in that class is more than 35 miles, then you are not required to accept the vacancy.
- If more than one employee opts to fill a vacancy or bump another employee, the employee with the greater classification seniority shall have priority in exercising that layoff option.