

# Issue of the day: Staffing Procedure



**LOCAL 20221**

7

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## Article 23.XX

### This is a new clause under Article 23

#### Union Proposal:

23.XX When an employee is trained and qualified to backfill into another position and have been for at least six (6) months, seniority in the bargaining unit will determine who will be promoted into the position being staffed.

#### Rationale:

Employees that are trained to backfill in another position, for example Airfield backfilling and covering shifts in ERS or Airport Operations covering in Baggage and Gate Scheduling, should have priority when full and part time openings in these positions become available. Our reasoning is that if they have been selected and trained to backfill and are already doing the job, then they should get the vacant position.

Employees that are trained to backfill and are successful in getting a posting in that position have lost months' worth of pay increase due to the Employer's long and protracted staffing procedure.