

EXPLANATIONS FOR PROTECTION PROGRAM PAY AND SENIORITY MATRIX FOR AUXILIARY EMPLOYEES

1.	New employees will start on Step 1 of the paygrid for their position and will start from zero to accrue service seniority.
2.	An auxiliary employee is recalled to the same position within the same seniority unit, without having a loss of seniority will retain their classification seniority and their service seniority will continue to accumulate. See Article 31.4, Loss of seniority.
3.	An auxiliary employee who moves without a break in service from one auxiliary job to another auxiliary job will be entitled to the provisions of Article 27.5 (8% rule). The term “without a break in service” means that the employee moves from one auxiliary job to a new auxiliary job within the same seniority unit (for information on seniority units refer to ETO Component, Appendix 7 and Admin. Services Component, Appendix 2) on the next available working day, taking into account shift changes, days of rest, stat holidays or approved scheduled time off. “Without a break in service” does not include recall. The auxiliary continues to accumulate service seniority in the same unit. (Refer to Article 27.5 and Article 27.5 Rate of Pay on Reclassification and Promotion)
4.	Same as scenario 3. However, the auxiliary begins from zero to earn service seniority in the new unit.
5.	An auxiliary employee, who accepts a promotion in the same seniority unit and begins his auxiliary term in the higher position, then the provisions of Article 27.5 do not apply. The auxiliary is considered to be a new appointment and starts at the lowest step in the grid based on the original hire date (August 19,1998 rule) as there has been no loss of seniority. As the seniority unit is the same, service seniority will continue to accumulate.
6.	Same as scenario 5. However, the auxiliary is considered to be a new appointment and starts at step 1 of the higher pay grid as there has been a loss of seniority. The auxiliary begins from zero to accumulate service seniority.
7.	An auxiliary employee who is moved to a new position within the same seniority unit by the employer is entitled to retain their service and classification seniority. See Article 31.3 (b), Seniority.
8.	An auxiliary employee who is moved to a new position in a new seniority unit by the employer is entitled to retain their service and the classification seniority. See Article 31.3 (b), Seniority.
9.	An auxiliary employee who requests a transfer to another seniority unit, is considered a new appointment and does not retain their classification seniority and is paid at step 1 of the paygrid. The auxiliary begins from zero to accumulate service seniority. See transfer policy.
10.	An auxiliary employee who requests a demotion within the same seniority unit is considered a new appointment and does not retain their classification seniority and is paid at step 1 of the new paygrid. As the seniority unit is the same, service seniority continues to accumulate.
11.	Same as scenario 10. However, the auxiliary begins from zero to accumulate service seniority.
12.	If the Employer demotes an employee, it is considered a new appointment and the auxiliary will be paid at step 1 of the new paygrid. As the seniority unit is the same, seniority continues to accumulate.
13.	If the Employer demotes an employee to a different seniority unit, it is considered a new appointment and the auxiliary will be paid at step 1 of the new paygrid. The auxiliary will take their seniority with them to the new unit.