

CONTRACT INTERPRETATION

NBA DISPLACEMENT PROCESS - INFOGRAPHIC

Tools & resources available to members:

- > BCNU steward
- > [Collective Agreement: Article 19](#)
- > [Contract Interpretation Manual](#)

The role of a steward:

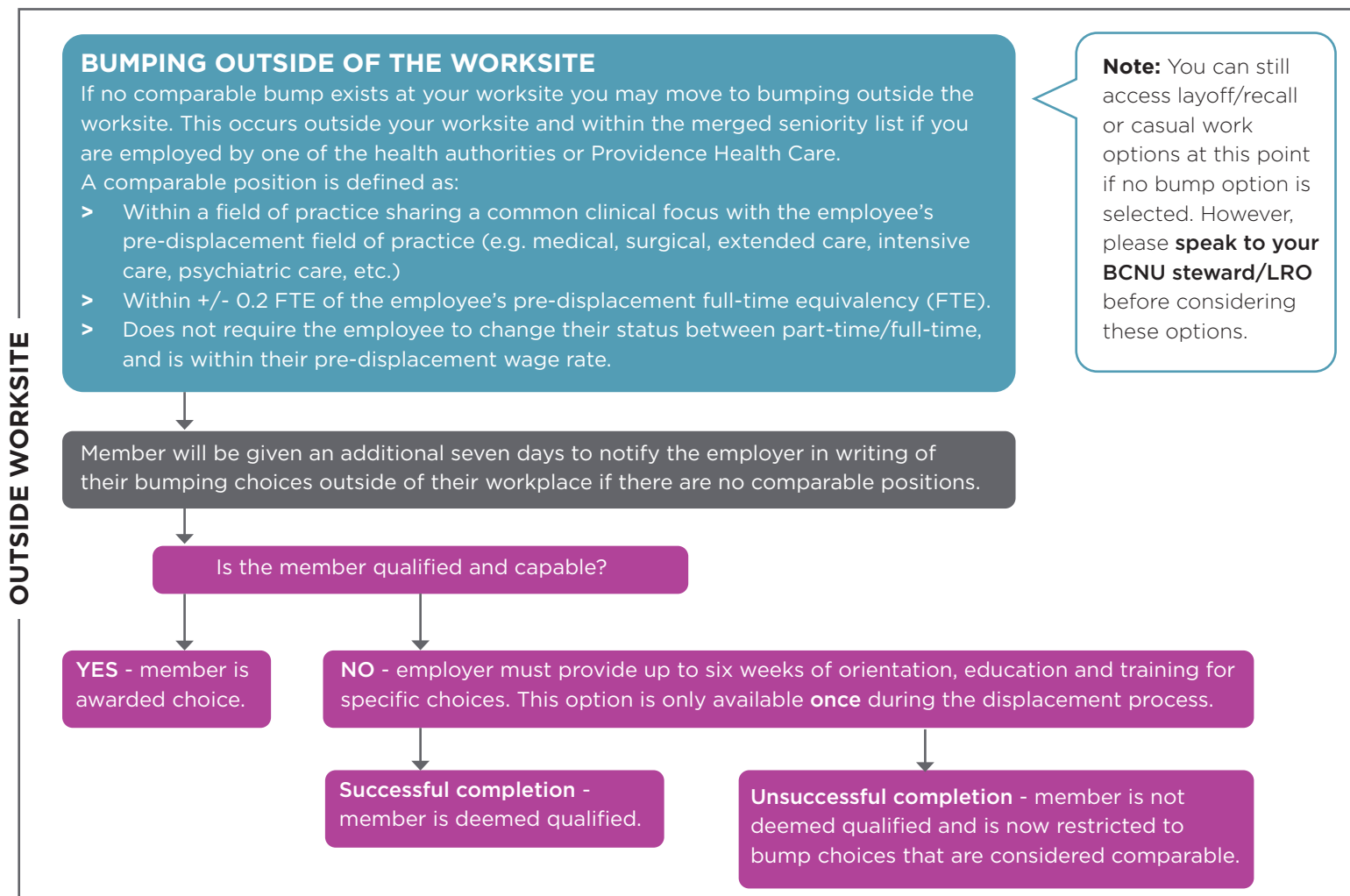
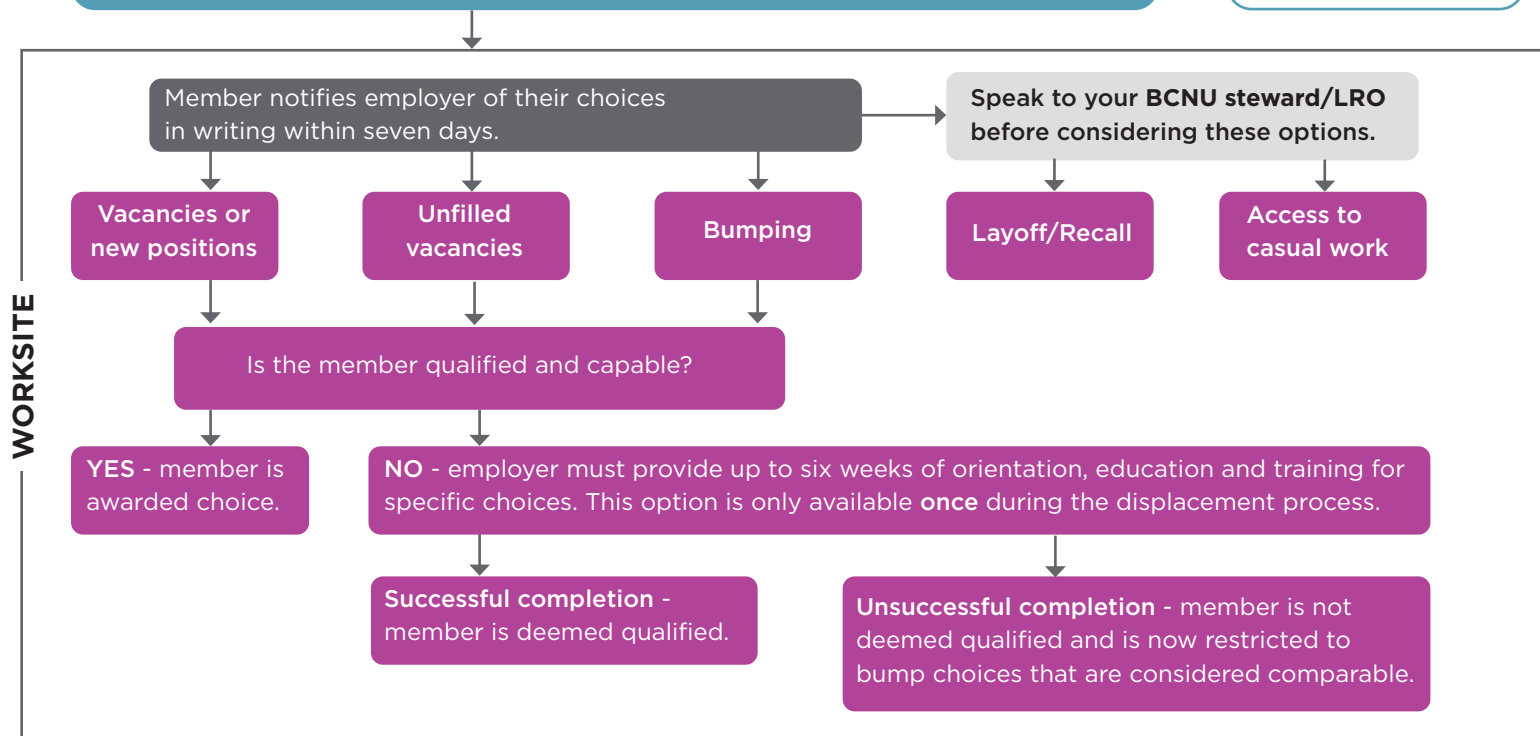
- > Accompanies members to displacement meeting with the employer.
- > Acts as a resource to members.
- > Represents member if there is a grievance.

EMPLOYEE RECEIVES DISPLACEMENT NOTICE

At the displacement meeting with your steward and employer you will receive:

- > List of worksite vacancies whether posted or not.
- > List of unfilled vacancies within the respective employer.
- > Merged current worksite seniority list as well as a merged seniority list for the respective employer.
- > Information regarding any other options that may be available at the time.

Important! If you are currently being accommodated under a **Duty To Accommodate (DTA)** agreement please **speak to your LRO**.



BUMPING OUTSIDE OF THE WORKSITE

If no comparable bump exists at your worksite you may move to bumping outside the worksite. This occurs outside your worksite and within the merged seniority list if you are employed by one of the health authorities or Providence Health Care.

A comparable position is defined as:

- > Within a field of practice sharing a common clinical focus with the employee's pre-displacement field of practice (e.g. medical, surgical, extended care, intensive care, psychiatric care, etc.)
- > Within +/- 0.2 FTE of the employee's pre-displacement full-time equivalency (FTE).
- > Does not require the employee to change their status between part-time/full-time, and is within their pre-displacement wage rate.

Note: You can still access layoff/recall or casual work options at this point if no bump option is selected. However, please **speak to your BCNU steward/LRO** before considering these options.