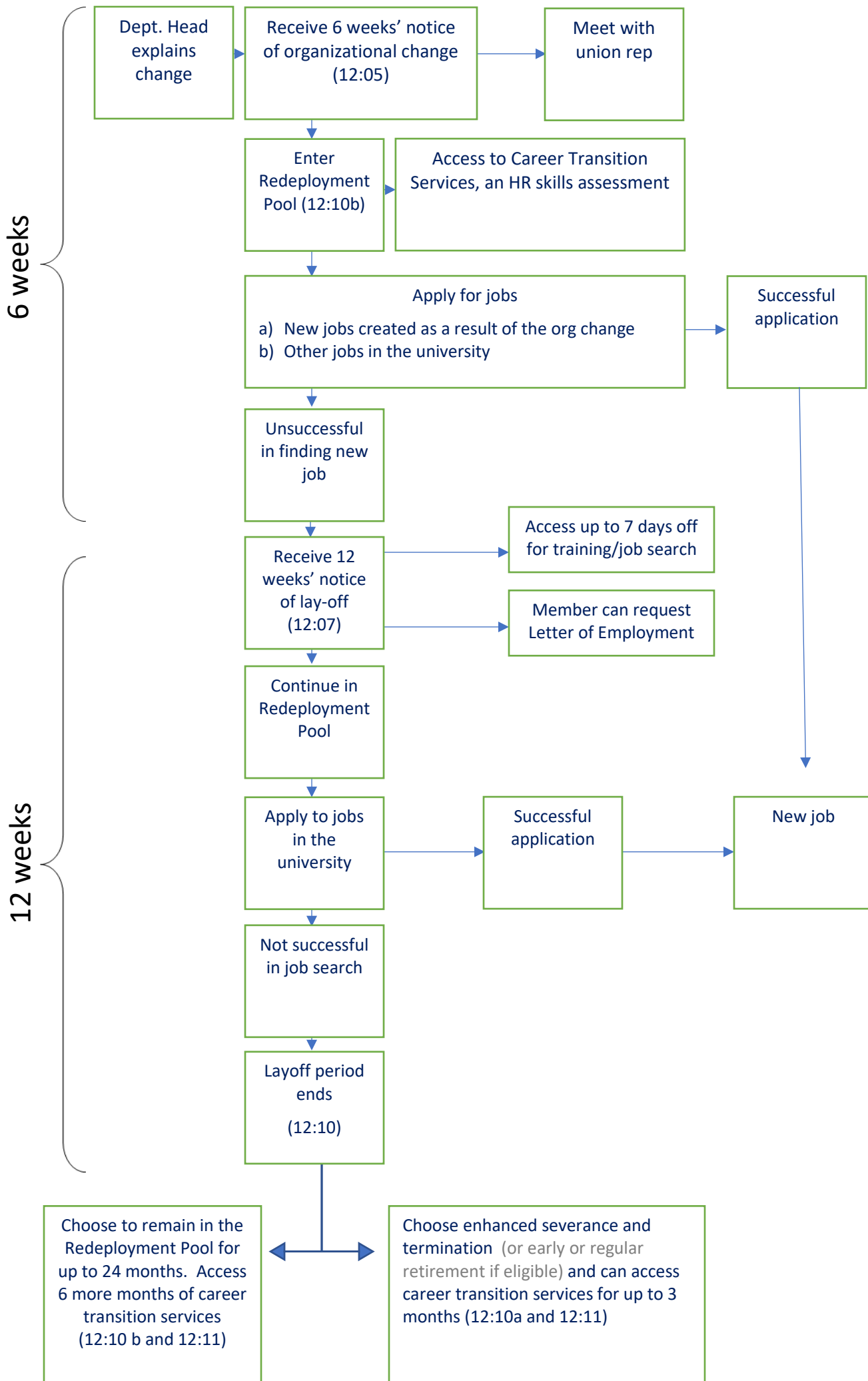


(Article 12:05 – 12:11)



Org Change Flow Chart



Understanding Redeployment Pool rights

(see article 12:10 for complete information)

1. When in the pool, you can apply for any job posted in the university, BUT you only have preference for jobs at your pay band or lower. Redeployment preference means you need to be the “qualified” candidate and able to do the job with a one-month training and familiarization period. In situations where two or more redeployment pool candidates are deemed to be qualified for the job. The one with most seniority is hired. For positions at higher paybands, you must be the “most qualified” candidate.
2. Indicate in your application that you’re in the redeployment pool.
3. A HR rep will attend your job interviews and can give you feedback afterwards, upon request.
4. If you get a position, there is a two-month window in which you can opt to return to the pool, or management can opt to send you back to the pool.
5. If you apply for a position from the pool after your layoff date and decline the job offer, you are deemed to have quit and are terminated. If you have second thoughts about a job after a job interview, you should withdraw your application prior to receiving an offer, or take the job and exercise your option to return to the pool within the two-month window.

If new jobs are being created as a result of the org change

1. People affected by the org-change can apply to the positions before they are posted to the university.
2. If vacancies are created in the department because other people are moving into the new jobs, people affected by the org-change can apply to these positions before they are posted to the university.