

## PROTECTION PROGRAM PAY AND SENIORITY MATRIX FOR AUXILIARY EMPLOYEES

	<b>ACTION</b>	<b>SENIORITY UNIT</b>	<b>PAY STATUS</b>	<b>SERVICE SENIORITY FOR RECALL</b>	<b>ELIGIBILITY FOR INCREMENT</b>
1.	New Hire	New	Step 1	Starts from zero	Starts from Zero
2.	Recall	Same	Maintain same step	Service and classification seniority continues to accumulate	Continues to accumulate
3.	Promoted (after recall date)	Same	8% rule applies (Article 27.5)	Service and classification seniority continues to accumulate	Starts from zero
4.	Promoted (after recall date)	Different	8% increase in salary rule applies (Article 27.5)	Service and classification seniority continues to accumulate	Starts from zero
5.	Promoted (prior to recall)	Same	8% increase in salary rule applies (Article 27.5)	Service and classification seniority continues to accumulate	Starts from zero
6.	Promoted (prior to recall)	Different	8% increase in salary rule applies (Article 27.5)	Service and classification seniority continues to accumulate	Starts from zero
7.	Lateral transfer by the Employer 31.3 (b) (Requires FC Manager approval)	Same	Maintain same step	Service and classification seniority continues to accumulate	Continues to accumulate
8.	Lateral transfer by the Employer 31.3(b) (Requires FC Manager approval)	Different	Maintain same step	Service and classification seniority continues to accumulate	Continues to accumulate
9.	Lateral move at Employee's request, prior to recall (Auxiliary selection process <sup>1</sup> )	Same	Maintain same step.	Service and classification seniority continues to accumulate	Continues to accumulate.
10.	Lateral move at Employee's request, prior to recall (Auxiliary selection process <sup>1</sup> )	Different	Maintain same step in previous position for 9 months or 4 refusals. Step 1 in new position.	Starts from zero in new seniority unit. Retains seniority in previous seniority unit. Retains benefits	If return to previous position, continues to accumulate. Starts from zero in new position.
11.	Lateral move at Employee's request, prior to recall (Auxiliary selection process <sup>1</sup> )	Different seniority unit but same geographic location within Protection (pilot)	Maintain same step <sup>2</sup>	Service and classification seniority continues to accumulate	Continues to accumulate
12.	Lateral move at Employee's request, after recall (Auxiliary selection process <sup>1</sup> )	Same	Step 1 in new position	Starts from zero. Must resign therefore loses seniority in previous seniority unit. Loses benefits	Starts from zero

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13.	Lateral move at Employee's request, after recall (Auxiliary selection process <sup>1</sup> )	Different	Step 1 in new position	Starts from zero. Must resign therefore loses seniority in previous seniority unit. Loses benefits	Starts from zero
14.	Lateral move at Employee's request, after recall (Auxiliary selection process <sup>1</sup> )	Different seniority unit but same geographic location within Protection (pilot)	Maintain same step <sup>2</sup> .	Service and classification seniority continues to accumulate	Continues to accumulate
15.	All demotions either at the Employee's or Employer's request	Same or Different	Please consult the HR Consultant with the specifics of your situation.		
16	Sub-pay as per Article 27.4(a)(1)(2)	Same or different	8% increase applies <sup>3</sup> . (Article 27.4 (a) (1) (2) and (b))	Service seniority accumulates in employee's normal position.	n/a

<sup>1</sup> Crew member – lateral transfer list; All others – as advertised.

<sup>2</sup> Treated as employer move, provided meets Fire Centre Manager test for suitability. E.g., transferring from IA to UC.

<sup>3</sup> Auxiliaries eligible if 1 week or greater.