

**CHANGES TO POSITIONS****1.3.5****E. BUMPING**

Bumping means the displacement of an employee from his/her position by an employee in a higher classification who formerly held the same position, or a position in the same job family.

A laid-off employee shall be entitled to bump an employee in the same position previously held by the laid off employee, or a position in the same job family, in accordance with the criteria specified in Section D–Lay-offs. The laid off employee must be able to perform the essential job functions of the former position and possess the minimum qualifications of the position as specified in the job classification specification.

The City will notify laid-off employees of any positions available for bumping. Following such notifications, the employee must notify the HR/Risk Management Director in writing of his/her intent to exercise the bumping rights within seven (7) calendar days, and the position and classification in to which he/she intends to bump. Failure to provide such notification will be deemed a waiver of bumping rights by the employee.

Where there is more than one employee in a position available for bumping, the factors in Section D–Lay-offs, or the conditions set forth in a council approved Memorandum of Understanding, will be used to determine which employee, if any will be bumped.

Any displaced employee shall be considered laid-off for the same reason as the person who displaced them and shall in the same manner be eligible to displace another employee based on the criteria specific in Section D–Lay-offs.