BC FERRY & MARINE WORKERS' UNION

Bulletin #28
May 25, 2022

RIGHT TO REFUSE SUBSTITUTION

Brothers, Sisters, Friends:

Recently I have been receiving calls from Officers being forced to substitute into a lower classification.

I would like to inform you of your right to refuse substitution under Article 32.03:

> *(d) Employees shall have the right to refuse substitution, except as defined in their job descriptions. Employees who have accepted training and/or education at the Company's expense shall be required to substitute into positions they are capable of performing.*

And

> *(f) It is understood that substitution shall not be required when there is a Staffing Pool/ASTO Relief employee of the appropriate classification available.*

We maintain your right to refuse substitution into roles that are not your base position. If you have been forced to substitute into a position after trying to refuse that role please get in contact with your Local President, or Shop Steward, and file a grievance. You also have an obligation to refuse unsafe work or that you are not trained to perform.

In Solidarity,

Dan Kimmerly
Ships' Officers' Component President

"Shop Stewards: Please Post on Bulletin Boards"

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