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December 15, 2023

Dear Members:

Re: SOC Phaseout Update

I am very pleased to announce that a SOC transition agreement has been finalized and will be shared soon with members in SOC stations who will be affected by the SOC phaseout.

In addition to the changes announced on November 9, 2023, Rossland will be converting to an Alpha model and Sointula will convert to a Mix Shift model, increasing coverage in both of these communities.

The new positions will be posted today for all 60 stations that are transitioning.

- This includes all FT standalone CP, Alpha mix, Mix shift and Unit Chief positions.
 - CP positions will follow a Victor pattern, M to F from 0800 – 1600
- Members with an EMR license are deemed qualified for local hires under Article 13.01.
- The positions will be posted for 14 days, with Talent Acquisition contacting members approx. 10 days after closing date.
- All PCP positions will follow the Expedited Job Posting Process Agreement, with 6 hours to accept or decline a position.
 - Positions will be offered in order of seniority:
 - Post probationary PCP qualified internal applicants
 - Probationary PCP qualified internal applicants
 - External PCP qualified applicants
 - Post probationary EMR qualified internal applicants
 - Probationary EMR qualified internal applicants
 - Other external applicants
- All CP positions will follow Article 13.02 and all Unit Chief positions will follow the selection process in Article 13.03.
- Please note the postings will identify all vacant spots for each station, but this may not reflect an actual number of available spots as impacted members will have first right of refusal for positions they are eligible for through the labour adjustment plan.

For more information and a list of stations and available positions, please click [HERE](#).

Sincerely,

Jason Jackson
Provincial President
CUPE Local 873