

POLICY III.4.5: THE CRITERIA FOR THE IDENTIFICATION OF POSITIONS
HAVING "INTERLOCUTORY" FUNCTIONS

Individual positions may be identified as bilingual for interlocutory functions, but only when the identification of equivalent unilingual positions is not possible.

POLICY III.4.6: THE CRITERIA FOR THE IDENTIFICATION OF POSITIONS
FOR PERSONS INVOLVED IN PROCESSING GRIEVANCES

For the processing of grievances, positions which are a level in the grievance process will be identified as bilingual where the identification of equivalent positions requiring the use of French or English respectively does not present a feasible alternative.

INTERPRETATION:

This policy is not intended to suggest that additional individuals and/or positions be identified as levels in the grievance process in order that unilingual, rather than bilingual, positions can be employed. Rather, where the volume of grievances is such that more than one position is required at any given level of the grievance process, it is possible that not all the positions need be identified as bilingual where unilingual positions would be an equally effective means of handling the grievance procedure.

POLICY III.4.7: THE CRITERIA FOR THE IDENTIFICATION OF POSITIONS
HAVING OTHER FUNCTIONS

Individual positions may be identified as bilingual where certain other functions require the use of both official languages, but only when the identification of equivalent unilingual positions is not possible.