**SAMPLE LANGUAGE**Article XX.X

# **Recall Rights and Return to Work from Layoff**

X.1 Employees covered under this agreement, who are on layoff, shall retain seniority rights and the right to be recalled to work for a period of thirty-six (36) months or for a period equal to the employee’s seniority, whichever is greater. For clarity, if a bargaining unit employee accrues 72 months of seniority, they will have also accrued 72 months of recall rights.

X.2 The right to be recalled applies to all employees in the bargaining unit and will be conducted in accordance with the recall provisions of the collective agreement.