

# COLLECTIVE AGREEMENT JOINT INTERPRETATION UPDATE

Date: August 11, 2016

SUN #: 16-016

Re: Article 48 – MAINTENANCE AND PORTABILITY OF BENEFITS - *Revised*



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## Issue: 48.01

(b) Any Employee who relocates to another Employer within the bargaining unit, pursuant to the terms this agreement, shall maintain the following as if she worked for a single Employer:

- seniority
- unused sick leave credits earned
- family leave credits
- vacation credits subject to Article 15
- most recent vacation accrual rate
- vacation length of service date
- salary step
- increment date
- eligibility, and entitlement for Supplemental Employment Benefits (SEB)
- eligibility and entitlement for Health and Welfare plans and pension plan

When an Employee changes classifications, determination of salary shall be in accordance with Article 27.11. Employees eligible for long service leave shall retain that benefit.

## Interpretation Guidelines:

### Article 48.01 (b)

This language clarifies which benefits the Employee ports when they relocate to another Employer. Employees do not port vacation credits; these credits will be paid out.