

COLLECTIVE AGREEMENT JOINT INTERPRETATION UPDATE

Date: July 8, 2016

SUN #: 16-017

Re: Article 48 – MAINTENANCE AND PORTABILITY OF BENEFITS



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Issue: 48.01

(c) Any Employee who terminate from all positions in the bargaining unit or other Employers where the union represents Employees and who commences employment within one (1) year within the bargaining unit **shall retain the following:**

- seniority
- unused sick leave credits earned in the past twenty-four (24) month period
- family leave credits
- most recent vacation accrual rate
- vacation length of service date
- salary step

Documentation confirming accruals, vacation length of service and salary step should be submitted to the Employer within thirty (30) days of commencement of employment.

When appropriate, determination of salary shall be in accordance with Article 35.

An Employee re-employed within one (1) year shall have a new increment date established to coincide the first date of work.

Interpretation Guidelines:

Article 48.01 (c)

This language refers to Employees who terminate employment and within one (1) year are employed with an Employer covered by this collective agreement.

Employers will provide the employee with a Portability Statement at time of termination.

The Employee is responsible to provide the new Employer a copy of the Portability Statement within thirty (30) days of commencement of employment.