

AGREED TO PRINCIPLES MOVING FORWARD:

Agreed to Principles moving forward include:

- 1) Top-up for Full Time Employees: All employees who were Full Time and active for the entire seniority year and have more than 1900 seniority hours will be topped up to 1948.8 (with the exception of EMS employees)
- 2) Seniority Cap:
 - a. All employees will have their seniority capped at 1948.8 hours for the seniority year (with the exception of EMS employees).
 - b. All EMS employees will be able to earn up to 2184 seniority hours for the seniority year. EMS employees' seniority hours will be capped at 2184.
- 3) Duty to Accommodate (Article 10.02 (m))
 - a. The Saskatchewan Health Authority will ensure seniority hours for employees whose hours are reduced due to a disability, will be calculated as per Article 10.02(m) on a go-forward basis. Any employee who believes that their seniority has not been calculated correctly based on this article can raise it to the employer and it will be reviewed on a case by case basis.