

**SASKATCHEWAN HEALTH AUTHORITY**  
**HSAS PROVINCIAL SENIORITY LIST - DEFINITIONS**

**HSAS 2017 PROVINCIAL SENIORITY LIST**  
**SENIORITY HOURS UP TO AND INCLUDING JANUARY 6, 2018**

TOTAL PROVINCIAL SENIORITY	SURNAME	FIRST NAME	FORMER HEALTH REGION	HIRE DATE	AFFILIATION START DATE	EMPL TYPE	LTD SENIORITY (SEN TO DEC 31, 2016)	YTD SENIORITY (SEN JAN 1, 2017 TO JAN 6, 2018)	STATUS	JOB TITLE
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<b>Total Provincial Seniority</b>	This is each employee's total seniority in the province (Year-to-date and Life-to-date seniority from <b>each</b> former region they work in combined into one total amount).
<b>Surname &amp; First Name</b>	Name in the payroll system on the seniority cutoff date.
<b>Former Health Region</b>	Indicates what former health region(s) the employee is working in at the time of the seniority cutoff date. If an employee is co-employed in more than one former region they will be shown with their seniority accruals in each.
<b>Hire Date</b>	This is the date each employee is hired into that former region regardless of what union they started in (example: employee may start work in a classification that belongs to a different union. This date is the date they became an employee of that region regardless of which or how many unions they have worked in).
<b>Affiliation Start Date</b>	This is the date each employee became an HSAS member (which may be different than the date they were hired into the region). Example: Employee A started as a food service worker in SEIU in Saskatoon Health Region on Sept 15, 2015. She later became an Addiction Counsellor on November 26, 2017. Her Hire Date is Sept 15, 2015. Her Affiliation start date with HSAS is November 26, 2017.
<b>Empl Type</b>	Employment Type is the employee's employment type in their home job at the time of the seniority cutoff date.
<b>LTD Seniority (SEN to Dec 31, 2016)</b>	LIFE-TO-DATE Seniority - This is the cumulative total seniority that each employee has accrued up to the end of the previous seniority year (example: For the 2017 list this would mean the seniority to the end of the 2016 seniority year).
<b>YTD Seniority (SEN Jan 1, 2017 to Jan 6, 2018)</b>	YEAR-TO-DATE Seniority - This is the seniority that has accrued during the last seniority year (example: for the 2017 list this would mean the seniority accrued between January 1, 2017 and January 6, 2018).
<b>STATUS</b>	Indicates whether the employee was actively working or on any type of Leave of Absence at the time of the seniority cutoff date.
<b>JOB TITLE</b>	Employee's job title in their home position at the time of the seniority cut off date.

DATE: FEBRUARY 9, 2018