



COLLECTIVE AGREEMENT JOINT INTERPRETATION UPDATE

April 12, 2023

HSAS #: 23-003

RE: LOU #14 Special Provisions for Retention and Recruitment

Issue: LOU #14, Item #1

1. Recognition of Entitlements Earned Outside HSAS Bargaining Unit

Where an Employee has relevant employment experience obtained outside the HSAS bargaining unit, and obtains employment with an Employer covered by this agreement within ninety (90) days of terminating from their former Employer, she may be eligible for:

- (a) Transfer of unused sick leave credits up to a maximum of thirty (30) days, [two hundred and forty (240) hours]
- (b) Recognition of most recent vacation accrual rate, up to the maximum allowed by the SAHO/HSAS Collective Agreement.

Verification of entitlements from previous Employers shall be the responsibility of the Employee.

In any event, all new Employees will be credited with an initial five (5) days [forty (40) hours] of sick leave credits.

Interpretation Guidelines:

The parties agree that this LOU may be applied for any recruitment and retention efforts.

The Union agrees that the Employer has the discretion to consider employee requests for sick leave credit portability and recognition of the employee's most recent vacation accrual rate as outlined in LOU #14, Item #1 on a case-by-case basis.

These guidelines do not negate the ability for the Union to grieve the application of this Letter of Understanding.

Signed on Behalf of HSAS



Signature

Kim Canning

Name

April 12, 2023

Date

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Version

Signed of behalf of SAHO



Signature

Mark Brochu

Name

May 5, 2023

Date