

Without Prejudice Counterproposal – Accrual of Vacation While on Disability Leave

The Employer and the Union agree in order to resolve the policy grievance filed by the Union regarding vacation accrual while on disability leave, effective the Collective Agreement renewal date of July 1, 2016, and on a go forward basis, full-time employees will accrue paid vacation while on short term disability leave and employees who have been on short term leave since July 1, 2016 will be credited with the vacation accrual which would have accrued during their leave.

The Employer and the Union agree that the interpretation of Article 8 as it relates to accruing paid vacation time for employees on disability is to be defined as follows: full-time employees will accrue paid vacation time during the short term disability leave period. Supplementary vacation accrual will not be impacted by time on short and/or long term disability leave but will solely be based on years of service.

On a go forward basis employees on long term disability leave will continue to accrue vacation time without pay but will not be required to take the unpaid time off of work should they so choose. Part-time employees will continue to accrue unpaid vacation time while on disability leave.

On a without prejudice basis the Employer will ensure fully paid vacation accrual is/was credited for the full duration of long term disability leave to employees who returned from long term disability in 2016 and from the time period January 1, 2017 up until May 15, 2017.

On a without prejudice basis the Employer will credit paid vacation accrual to the below employees in the event they return to work from disability leave. Any subsequent long term disability leaves taken by any of the employees will accrue vacation as per the agreed to process above.

[REDACTED]

[REDACTED] submitted a grievance on January 17, 2017 that is directly related to this item. In response, as per the agreement above, [REDACTED] will be credited with the accrued vacation she would have earned while on her short term disability leave. As [REDACTED] has recently accepted a part-time position, this time will be paid out to [REDACTED] and [REDACTED] will be eligible to take the vacation time at a time mutually agreed between her and her supervisor.

Signed for the Union:

[Signature]

Date:

May 19, 2017

Signed for the Employer:

[Signature] per Bruno Dragani
Date: 19 May 2017
James Mitchell