

COLLECTIVE AGREEMENT JOINT INTERPRETATION UPDATE

Date: May 9, 2017

SUN #: 17-005

Re: Article 23 - Seniority

Issue: 23.01 b) Transferring Seniority

Employees entering the service of an Employer under the provisions in Article 48.02, shall have their seniority calculated in accordance with Article 23.01 or be credited with their seniority date, whichever is applicable.

Interpretation Guidelines:

For the purpose of creating a seniority date for newly hired Employees who have the ability to transfer their seniority under Article 48.02, different nurse unions within the CFNU have different methods of capturing seniority (seniority date, hours of work, some combination of both). It is therefore important that the method used from the sending institution is identified when the conversion is done under the SUN/SAHO collective agreement.

For the conversion of hourly based seniority, if being done manually:

Divide seniority hours by 1948.8 to the fourth (4th) decimal point. This calculation shall be known as the conversion number which shall be converted to a calendar date to be known as the Seniority date.



2330 2nd Avenue
Regina, SK
S4R 1A6

Phone:
306.525.1666
Toll Free:
800.667.7060
Fax:
306.522.4612

<http://sun-nurses.sk.ca/>



500 – 2002 Victoria
Avenue
Regina, SK
S4P 0R7

**Labour Relations
Division**

Phone:
306.347.1740
Fax:
306.347.1043

www.saho.ca