

August 29, 2006

## **Agreement Reached On Joint Job Evaluation (JJE) Lump Sum Payment For Eligible Part-Time Employees**

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SAHO and the provider group Unions have reached an agreement with respect to a common method of payment of the Provider Group JJE lump sum payment for eligible part-time employees. The agreement sets out how the JJE letters of understanding and the "Ish" dispute resolution tribunal decisions will be interpreted.

The lump sum payment for those employees who are not "pure" full-time or "pure" casual shall be based on the total number of hours worked with all Employers within each Regional Health Authority during the second year of the eligibility period (April 1, 2002 – March 31, 2003), inclusive of paid leaves of absence, and prorated as compared to full time hours. Total number of hours worked includes regular, temporary, relief and/or casual hours, exclusive of overtime. In other words, the lump sum payment is not just based on part-time employees' guaranteed hours as set out in a letter of appointment, but based on all eligible hours worked by employees including both part-time and casual hours.

Part-time employees who retired during the period April 1, 2001 to March 31, 2003, shall receive a lump sum payment based on the total number of hours worked, inclusive of paid leaves of absence, during the fifty two (52) week period immediately preceding their retirement and prorated as compared to full-time hours. Once again, total number of hours worked includes regular, temporary, relief and/or casual hours, exclusive of overtime.

The Ish dispute resolution tribunal determined that "paid leaves of absence" includes paid leaves set out in the Collective Agreement and WCB payments up to one year. WCB payments after one year, DIP payments, EI payments and other payments made by third parties, and not directly by the Employer, are not included under paid leaves of absence. This rule has been applied to all JJE lump-sum payment calculations.

Communication with SAHO indicates that the JJE lump sum payment for part-time employees will be calculated and paid out prior to the end of October 2006.

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