

Without Prejudice

Notes from Service Seniority discussions between
the BCGEU Component 1 and Adult Custody Division

First and foremost, service seniority will only change as outlined in the collective agreement.

For illustrative purposes, below is a list of examples of some situations where a full-time regular employee would not accrue hours toward service seniority (*this is not an exhaustive list*):

All leaves without pay for periods over 30 calendar days (except as provided in Article 11)
Time on LTD (except rehab employment)
Time on lay-off (*per Article 13*)
Deferred Salary *Leave*

Other clarifying notes:

Leave without pay for 30 calendar days or less: Subject to the above, a regular full-time employee accrues 1827 hours of service seniority per year. Where a regular full-time employee is on an approved leave of absence without pay for 30 calendar days or less, they will continue to accrue hours towards service seniority.

Employees will continue to accrue service seniority while on an *accepted* WSBC claim.

Employees will continue to accrue service seniority *for hours worked* when on a rehabilitation return to work trial and employment.

The above is applicable to Adult Custody only, it is meant to clarify administration of regular seniority ranking and is not intended to amend the provisions of the Master Agreement. In the event of a conflict, the Master Agreement shall prevail.