USW Local 4120 Unit A Eligiblity

Eligibility

- All members who hold an appointment of greater than or equal to 0.35 FTE, and greater than a six (6) month appointment term, will be eligible for Flex Credits from their first day of their appointment.
- For the purpose of this Agreement, active PDS shall include those employees on any statutory protected leaves (i.e. maternity or parental leave, family medical leave, etc..). Those on non-statutory protected leaves, including short term disability, long term disability, drawing WSIB benefits, or an otherwise approved leave of absence as at (Effective Date of Flex Credits) will be able to participate upon their return to active employment. An active PDS does not include a PDS on a leave of absence without pay for a period of thirty (30) calendar days of more.
- Newly hired PDS will have access to one hundred percent (100%) of Flex Credits for the calendar year, provided their employment commences on or before July 1st of the same calendar year.
- All PDS whose employment commences after July 1st, with the exception of those hired after November 30th, as detailed below, will see their Flex Credits prorated by fifty per cent (50%) for the balance of that calendar year.
- Those PDS hired after November 30th will not be eligible to participate in the Flex Credit program until the following calendar year.
- All employees hired during a calendar year and who are eligible to receive Flex Credits will be required to direct the allocation of their Flex Credits to HCSA or TWSA within thirty (30) days of the commencement of their employment, failing which the default allocation shall apply

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