

Memo

To: Tom Cunningham
From: Gary Dinzeo
RE: UWUA Local 304 – Use of Pad/VPAD to Supplement Sick Benefits
Date: July 2, 2015

Dear Tom,


To settle the issue involving the use of PAD and VPAD days in half day increments to supplement sick benefits, the Company and Union agree to the following:

While an employee is receiving sick pay benefits at half pay he/she may also choose to be use their granted paid absence days (PADs) and granted vacation paid absence days (VPADs), if available, in half-day increments, in order to receive the equivalent of full pay each day.

The employee must be eligible and receiving sickness benefits to use PADs and VPADs to supplement sickness benefits at half pay. In other words, if the employee is in the "waiting period" (Article XII; Section 1), he/she may not use PADs or VPADs as a supplement. If an employee exhausts their sick pay eligibility and is still unable to return to work (either on a modified or unrestricted basis), they may use full day increments of current year vacation until such time as their vacation eligibility is exhausted.

The use of PADs or VPADs in half day increments while receiving sick pay benefits at half pay or in full day increments, as described above, will not be counted toward the ten day (80 hour) single day usage of VPADs.

AGREED TO on this 2nd day of July 2015.

By 
Tom Cunningham
UWUA Local 304

By: 
Gary Dinzeo
Harrison Power Station