

## **Supplementary Award of the Interest Arbitration Board**

The Interest Arbitration Board chaired by Mr. Chris Albertyn has issued a supplementary award to clarify certain matters. The first issue deals with what eligible retirees have to forego in order to receive 50/50 cost-sharing on their benefits costs. The Board has confirmed that they have to waive their rights as set out in the last sentence of clause 7.1.1(m). This means that only their entitlement to the full vacation leave (which they have not yet earned) in the year in which they retire will have to be waived in order for them to receive the 50/50 cost-sharing on benefits.

The Board also confirmed that the pregnancy leave top-up for 17 weeks does include the two week waiting period. This means that for the first two weeks of pregnancy leave, the Employer will be responsible for paying the full 93% of earnings.

The Board had made an error in the date for application for the 2008 eco pass, saying application had to be made by January 7, 2007. They corrected this to January 7, 2008.