

TENTATIVE SETTLEMENT AGREEMENT

Re: UNA VOLUNTARY EXIT PROGRAM

The parties agree to the following without prejudice and without precedent settlement of grievances related to AHS responses to voluntary exit program applications:

- I. The parties agree that AHS will approve Employee applications for the Voluntary Exit Program unless it is not operationally feasible to do so. Factors that will be considered to determine operational feasibility will include whether or not:
1. The Applicant's position can be eliminated,
 2. A vacant position in the organization can be eliminated,
 3. There is another position in the bargaining unit that can be eliminated, and the process of such position elimination would result in an Employee becoming available to fill the applicant's position,
 4. There is a requirement to retain the Applicant because accepting the application would result in:
 - o assigning the work to Employees who do not have the ability to do the work, or
 - o an inappropriate skill or staff mix to provide required services, or
 - o a requirement for orientation or training of the Applicant's replacement that would be an undue hardship for the employer.
 5. There are other persons available, able and willing to take the position
- II. Where the number of VEP applicants exceeds the number that can be approved and where the above factors for consideration are determined by the Employer to be relatively equal, VEP applications will be approved in order of seniority.

For the Union:



Date:

Mar 12 / 10

For the Employer:



Date:

Mar 12 / 10