



health science professionals collective agreement

A SUMMARY OF YOUR BENEFITS

HEALTH AND WELFARE

benefits for regular employees (part-time and full-time)

- 100% employer-paid medical insurance
- 100% paid Extended Health coverage (\$100 deductible, then 80% reimbursement)
- 100% paid dental premiums that covers 100% reimbursement of the "basic" plan; 60% of the extended Plan "B" and 60% of Plan "C" (orthodontic)

life insurance

- \$50,000

long-term disability

- employer pays 70% of premium
- benefits are payable after the employee has been totally disabled for 5 months

MONETARY BENEFITS

overtime rates

- 1.5 x for the first 2 hours in excess of normally scheduled full shift
- 1.5 x for the first 7.2 hours in excess of 36 hours/week
- 2 x for all hours in excess of the first 7.2 hours worked after normally scheduled work-week
- 2 x for all hours in excess of the first 2 hours worked after normally scheduled workday
- 2 x for all hours worked on an employee's scheduled day off
- OT provisions varied for extended work hours/work week schedules

shift work premiums

- Evening: \$0.70 / hour
- Night: \$1.75 / hour
- Weekend: \$1.00 / hour

on-call rate

- \$4.25/hour

transportation allowance

- 50 cents/km

LEAVES

These benefits apply to full-time employees and are pro-rated for part-time employees.

sick leave

- HSA members accrue 10.8 working hours of sick leave credits per month up to a maximum accumulation of 1123.2 sick leave hours
- HSA members can use sick leave credits for time lost due to any illness or to attend medical, dental or appointments with health science professionals during normal working hours

special leave

- employees accumulate 3.6 hours of special leave credits every 4 weeks to a maximum of 144 hours
- special leave credits can be used for:
 - providing care to an immediate family member who has a serious illness
 - marriage leave (up to a maximum of 36 hours)
 - paternity leave (7.2 hours)

compassionate leave

- 3 days paid time to compensate for loss of income in the event of a death of a spouse, son, daughter, mother, father, step-parent, sister, brother, mother-in-law, father-in-law, legal guardian/ward, or grandparent, step-child, grandchild or relative residing in the household
- eligible for 2 additional paid days travel time

LEAVES

court duty

- an employee subpoenaed for jury duty, or as a witness, continues to receive regular pay

education leave

- full pay (and the cost of tuition, course fees, travel, etc) for courses taken at the request of the employer are paid by the employer
- for employee-requested courses, employees are entitled to 1 day's paid education leave for each day the employee gives of their own time, up to a maximum of 5 days of employer-paid time per year. Courses must relate to the employee's profession and be approved by the employer.
- employees may be able to access up to \$600 per year to cover the cost of courses
- subject to budgetary and operational restraints

vacation leave

- employees are entitled to 20 days (or 144 work hours) vacation after 1 year of service
- after 6 years of continuous service, employees receive 1 additional day for each year of continuous service

parental leave

- Regular part-time and full-time employees are entitled to:
- 17 weeks maternity leave at 85% of normal wage (EI payment is topped up for biological mothers); all medical and other plan benefits continue
- either the mother or the other parent is eligible for 35 additional weeks of parental leave; all medical and other plan benefits continue
- adoption leave: 37 weeks leave of absence without pay; all medical and other plan benefits continue

BENEFITS FOR CASUAL EMPLOYEES

- casual employees receive 12.2% of straight time pay in lieu of scheduled vacations and statutory holidays
- casual employees have the right to access the grievance process
- casual employees who have completed 180 hours of work are entitled to enroll in health and dental benefits at their own cost; if casual employees work more than 937.6 hours in one year, then they are entitled to reimbursement for the cost of the benefits

