



# Community Social Services Collective Agreement

## A SUMMARY OF YOUR BENEFITS

### HEALTH AND WELFARE

#### Benefits for regular employees (full time and part time employees working 20 hours per week or more)

- 100% employer-paid medical insurance
- 100% paid Extended Health coverage
- 100% paid dental coverage that covers 100% of the “basic” plan; 60% for Major reconstruction and 60% for orthodontics up to a lifetime maximum of \$2750 per person

#### Life insurance

- employer paid up to \$50,000

### MONETARY BENEFITS

#### Transportation allowance

- Effective April 1, 2016 - \$0.46 cents/km
- Effective April 1, 2017 - \$0.47 cents/km
- Effective April 1, 2018 - \$0.48 cents/km

#### Overtime rates

- 1.5 x for the first 2 hours in excess of normally scheduled workday
- 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

## LEAVES

These benefits apply to part-time and full-time employees.

### Sick leave

- HSA members accrue 1 day of sick leave credits per month up to a maximum accumulation of 156 sick leave days
- 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
- sick leave is compensated at 80% of the employee's regular pay

### Long-term disability

- benefits are payable after the employee has been disabled for 6 months

### Special leave

- employees are entitled to 10 days of special leave credits every year
- special leave is without pay
- special leave credits can be used for:
  - marriage leave (5 days)
  - birth or adoption leave (2 days)
  - care, health or education responsibilities of child or immediate family member (5 days)
  - funeral of a friend (1 day)

### 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, stepchild, grandchild or relative residing in the household
- eligible for 2 additional paid days travel time
- every effort must be made by the employer to grant additional leave of absence without pay
- balance of compassionate leave may be taken for ceremonial occasions outside of the compassionate leave period

## **Court duty**

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

## **Education leave**

- employees are entitled pay up to the full time daily hours of work (and the cost of tuition, course fees, travel, etc) for any course the employee takes at the request of the employer
- for employee-requested courses, employees may be granted paid or unpaid education leave

## **LEAVES**

### **Vacation leave**

- employees are entitled to 15 days' vacation after 1 year of service
- after 3 years of continuous service, employees are entitled to 1 additional day for each year of continuous service
- after 7 years of continuous service, employees are entitled to 22 days' vacation
- after 8 years of continuous service, employees are entitled to 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
- either the mother or the other parent is eligible for 37 additional weeks of parental leave; all medical and other plan benefits continue
- adoption leave: 37 weeks leave of absence without pay

## **BENEFITS FOR CASUAL EMPLOYEES**

- casual employees receive 9.8% on straight time pay in lieu of scheduled vacations and statutory holidays
- casual employees have the right to access the grievance process