



# community health 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, BlueNet direct pay card)
- 100% paid dental coverage that covers 100% of the "basic" plan; 60% of the extended Plan "B" and 60% of Plan "C" (orthodontic)

### life insurance

- employer paid, \$50,000

## MONETARY BENEFITS

### transportation allowance

- 50 cents/km

### overtime rates

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

### shift work premiums

- Weekend: \$0.25 / hour

### on-call rate

- \$1.00 / hour

## LEAVES

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

### sick leave

- HSA members accrue 6.9% of sick leave credits up to a maximum accumulation of 1170 sick leave hours
- HSA members can use sick leave credits for time lost due to any illness or to attend medical or dental appointments

### long-term disability

- benefits are payable after the employee has been totally disabled for 5 months
- For employees hired after April 1, 2010: if employee is treated for a medical condition in the 90 days before they are hired, and if because of that condition they are unable to work without an absence related to that condition for any 12 consecutive month period, then they are excluded from coverage for Long Term Disability

### special leave

- employees are entitled to 0.5 days of special leave credits every 4 weeks
- special leave credits can be used for:
  - marriage leave (5 days)
  - paternity leave (1 day)
  - adoption leave (1 day)
  - serious household or domestic emergency including illness in the immediate family where no one at the employee's home is able to take care of the sick person
- 3 days for travel associated with bereavement leave

## LEAVES

### compassionate leave

- 8-week leave of absence to care for a seriously ill family member. In addition to any EI compensation, regular employees will have their coverage for medical and dental benefits continued
- 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, daughter-in-law, sister, brother, mother-in-law, father-in-law, son-in-law, legal guardian/ward, or grandparent, stepchild, grandchild or relative residing in the household
- every effort must be made by the employer to grant additional leave of absence without pay

### court duty

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

### education leave

- employees are entitled to full pay (and the cost of tuition, course fees, travel, etc) for any course the employee takes at the request of the employer

### vacation leave

- employees are entitled to 15 days (6%) vacation after 1 year of service
- after 5 years of continuous service, employees receive 20 days for each year of continuous service (8%)
- after 10 years, 25 days (10%)
- after 15 years, 30 days (12%)
- after 20 years, 35 days (14%)

### 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 35 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 10.2% 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 6 months in a position, then they are entitled to reimbursement for the cost of the benefits



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