



Community Health Collective Agreement

A SUMMARY OF YOUR BENEFITS

HEALTH AND WELFARE

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

- 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” (major reconstruction including crowns, inlays, and veneers) and 60% of Plan “C” (orthodontic – to a lifetime maximum of \$2,750 per person)

Life insurance

- Employer paid, \$50,000

MONETARY BENEFITS

Transportation allowance

- 54 cents/km (effective April 1, 2018)

Overtime rates

- Time and one-half for the first 2 hours in excess of normally scheduled workday
- Double time for all hours in excess of the first 2 hours worked after normally scheduled workday
- Double time for all hours worked on an employee’s scheduled day off

Shift work premiums

- Weekend: \$0.25 / hour

On-call rate

- \$1.00 / hour (4-hour minimum)

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 five months

Enhanced Disability Management Program (EDMP)

- Provides early, appropriate and ongoing support so that ill/injured employees maintain their connection with the workplace and return to work in a safe and timely manner.
- Employees who participate in the program will benefit from a holistic Case Management Plan (CMP) that may include medical intervention, transitional work (TW), a graduated return to work (GRTW), workplace modifications, vocational rehabilitation and/or retraining.

Special leave

- Employees are entitled to 0.5 days of special leave credits every 4 weeks to a maximum of 25 days
- Special leave credits can be used for:
 - o Marriage leave (5 days)
 - o Paternity leave (1 day)
 - o Adoption leave (1 day)

- o 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 (up to 2 days at any one time)
- o Bereavement leave – up to 3 days, with up to 3 additional days for travel associated with bereavement leave
- o Domestic violence leave – up to 3 days for absences resulting from the employee or employee's dependent child having experienced domestic or sexual violence

Compassionate care leave

- An employee will be granted a compassionate care leave of absence in accordance with the *Employment Standards Act* without pay for up to 27 weeks to care for a gravely ill family member. In addition to any EI compensation, regular employees will have their coverage for medical and dental benefits continued.

Court duty

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

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
 - o After 5 years of continuous service, employees receive 19 days (7.6%)
 - o 6 to 9 years, 20 days (8%)
 - o after 10 years, 24 days (9.6%)
 - o 11 to 14 years, 25 days (10%)
 - o 15 years, 29 days (11.6%)
 - o 16 to 19 years, 30 (12%)
 - o 20 years, 34 (13.6%)
 - o 21 or more years, 35 days (14%)

Parental leave

- Regular part-time and full-time employees are entitled to:
 - o 17 weeks maternity leave

- o Either the mother or the other parent is eligible for 61 additional weeks of parental leave (62 weeks if you are the other parent and have not taken maternity leave); all health and welfare benefits continue
- o Adoption leave: 62 weeks leave of absence without pay

BENEFITS FOR CASUAL EMPLOYEES

- Casual employees receive 9.6 % 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 enroll in the medical, dental, and extended health plans