



# 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” (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

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

#### Overtime rates

- Time-and-a-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 5 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:
  - 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 (up to 2 days at any one time)
- bereavement leave – up to 3 days, with up to 3 additional days for travel associated with bereavement leave

### **Compassionate care 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
- 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 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
- after 5 years of continuous service, employees receive 19 days (7.6%)
- 6 to 9 years, 20 days (8%)
- after 10 years, 24 days (9.6%)
- 11 to 14 years, 25 days (10%)
- 15 years, 29 days (11.6%)
- 16 to 19 years, 30 (12%)
- 20 years, 34 (13.6%)
- 21 or more 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 (37 weeks if you are the other parent and have not taken maternity leave); all medical and other plan benefits continue
- adoption leave: 37 weeks leave of absence without pay

## **BENEFITS FOR CASUAL EMPLOYEES**

- casual employees receive 9.6 % 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