

### **Short Term Disability Plan\***

**\*Residing outside of the collective agreement**

#### **Short Term Disability Plan (STDP) for all approved claims:**

- **Short Term Disability benefits for up to a maximum of twenty six (26) weeks;**
- **Waiting period to be eligible for short term disability benefit is seven (7) calendar days;**
- **Employees who are approved for short term disability benefits, shall receive the following benefits:**
  - **During the first four (4) weeks of their illness or injury, excluding the seven (7) calendar day waiting period, 100% of income replacement.**
  - **Thereafter, income replacement is set at 70% to the end of STDP.**

*The Employer will also want to discuss any further consequential changes to other provisions in the collective agreement which may be impacted by the changes to the sick leave provision.*

## ARTICLE 35

### SICK LEAVE WITH PAY

*Pre-implementation of the Short Term Disability Plan (STDP), the existing clauses 35.01 to 35.08 will be maintained without changes.*

#### *Proposed New Article*

Effective the date of implementation of the Short Term Disability Plan (STDP), clauses 35.01 to 35.08 shall no longer apply and will be replaced by the following:

#### Credits

##### 35.01

- a) As of the date of implementation of the Short Term Disability Plan, sick leave credits accumulated up to that date will be abolished.
- b) Allocation of sick leave credits under 35.02 will be subject to the deduction of any sick leave credits previously advanced prior to the implementation of the STDP.

**35.02** On the date of implementation of the Short term Disability Plan, an employee will be allocated sick leave credits, as follows:

- a) An employee will be allocated thirty-seven decimal five (37.5) hours of sick leave credits on the first day of each fiscal year.

**Interim measure due to the date of implementation of the STDP:** If the implementation date of the STDP occurs later than the first day of fiscal year, the allocation of sick leave credits will be pro-rated based on the number of days remaining in the fiscal year.

- b) An employee appointed for a specified term of employment shall receive a pro-rated amount of sick leave credits, to a maximum of thirty-seven decimal five (37.5) hours, based on the length of their term employment and their normal assigned weekly hours of work.
- c) If an employee begins their employment in the core public administration during the fiscal year, their sick leave credits, to a maximum of thirty-seven

**decimal five (37.5) hours, shall be pro-rated based on the number of days remaining in the fiscal year.**

**35.03 An employee shall be granted sick leave with pay when he or she is unable to perform his or her duties because of illness or injury provided that:**

- a. he or she satisfies the Employer of this condition in such manner and at such time as may be determined by the Employer;**

**and**

- b. he or she has the necessary sick leave credits.**

**35.04 Unless otherwise informed by the Employer, a statement signed by the employee stating that, because of illness or injury, he or she was unable to perform his or her duties, shall, when delivered to the Employer, be considered as meeting the requirements of paragraph 35.03(a).**

**35.05 When an employee is granted sick leave with pay, and injury-on-duty leave is subsequently approved for the same period, it shall be considered, for the purpose of the record of sick leave credits, that the employee was not granted sick leave with pay.**

**35.06 Where, in respect of any period of compensatory leave, an employee is granted sick leave with pay on production of a medical certificate, the period of compensatory leave so displaced shall either be added to the compensatory leave period if requested by the employee and approved by the Employer, or reinstated for use at a later date.**