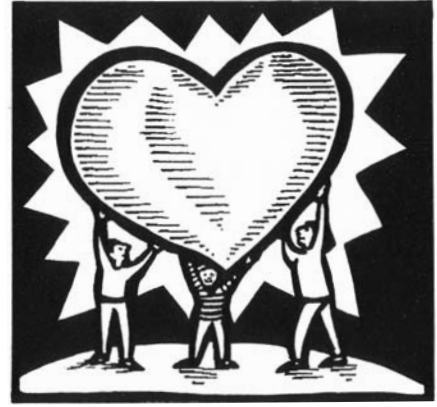


For BCGEU Community Social Services members:

Sick Leave vs. Short Term Illness and Injury Plan (STIIP)



In the Community Social Services sector we currently have a sick leave system. Regular employees accumulate one day of sick leave every month. Sick leave can be accumulated into a bank of up to 156 days (more for employees whose bank was maxed out and converted after the last round of bargaining). Sick leave is paid at 80% of pay for each day taken.

The Union Bargaining Association and the employers signed a Memorandum of Agreement during the last round of negotiations committing both parties to restore sick leave entitlement (previously 18 days a year at full pay) with the first available funds. Many members have already experienced significant hardship because of the reduction in sick time and pay, and the elimination of paid family leaves.

Your Provincial Bargaining steering committee needs to hear from you about your preferences for negotiating back a reasonable sick leave entitlement.

Traditionally, sick leave is accumulated on a monthly basis (currently one day per month, previously one and a half days per month). It is paid out currently at 80% of pay, but was previously paid out at 100% of pay.

A Short Term Illness and Injury Plan (STIIP), is an insurance plan usually administered by an insurance company. It is sometimes known as Weekly Indemnity (WI). Monthly premiums are paid either by the employer, the employee, or are cost-shared. STIIP kicks in on, for example, the 4th to 10th day of an illness or the first day of an injury. It usually pays between 66% and 75% of your regular wage. There may be a waiting period while the insurance company processes your claim. There are forms for you and your doctor to fill out and submit.

Integrating STIIP with sick leave means that you would use your leave from your sick bank for absences due to illness for the first 4 to 10 days, and then STIIP would kick in. It may also be possible to 'top up' your STIIP benefits with unused sick time.

The following table compares sick leave, a Short Term Illness and Injury Plan (STIIP) and a blend of these two. **These are only examples and are meant to illustrate possible options for negotiations. >>>**



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