

Terms and Conditions of Employment for Excluded Employees/Appointees

Part 10 – Benefits

Last updated: April 2, 2024

65. Executive Benefit Plan

This plan continues to exist to administer the accumulated time banks accrued under the Executive Benefit Plan. Refer to [Schedule 1](#).

66. Canada Pension Plan: All employees / appointees except OIC category D

Coverage under the Canada Pension Plan will be provided in accordance with the [Canada Pension Plan Act](#) and [Regulations](#).

67. Public Service Government of British Columbia Pension Plan: all employees / appointees except statutory term and OIC category D

Coverage will be provided in accordance with the [Public Service Pension Plan](#).

68. Accident and liability coverage: OIC category D

An appointee is provided with accident and liability coverage, administered through the [Risk Management Branch](#).

69. Air travel insurance: All employees / appointees

An employee/appointee is eligible for air travel insurance coverage in accordance with [Group Aviation Accident Insurance](#).

70. Health benefits: Auxiliary employees under 1,827 hours

1. In lieu of health and welfare benefits, an auxiliary employee shall receive compensation as calculated in accordance with the provisions in effect for the majority of bargaining unit employees of the employer.
2. This allowance shall not be paid when an employee is receiving benefits under the weekly indemnity provisions.

71. Basic medical insurance, dental plan and extended health plan: All employees / appointees except auxiliaries under 1,827 hours, statutory term, OIC category D

Employees/appointees are eligible for coverage in accordance with the [Benefits for Excluded Employees](#).

72. Group life insurance: All employees / appointees except auxiliary under 1,827 hours, statutory term, OIC category D

An employee/appointee is eligible for group life insurance as detailed in accordance with the Benefits for Excluded Employees. For details, see [Life Insurance for Excluded Employees](#).

73. Indemnity protection: All employees

[Indemnity coverage](#) is provided under the Excluded Employees (Legal Proceedings) Indemnity Regulation and Excluded Employees Indemnity Protection Regulation.

74. Long Term Disability Plan: Regular employees and OIC categories A, B and C

A regular employee/appointee is eligible for long term disability coverage in accordance with the [Long Term Disability Plan](#).

Beginning April 1, 2023, regular employees/appointees receiving benefits under this plan shall receive an annual percentage increase to their benefit level equivalent to the percentage increase made to the Management Classification and Compensation Framework (MCCF) salary ranges.

75. Loss of benefits: Auxiliary over 1,827 hours

If an employee fails to maintain 1,200 scheduled hours at the straight time rate within the previous 26 pay periods, eligibility to apply for the following benefits shall cease until the employee re-establishes 1,827 hours within 33 pay periods:

- Short Term Illness and Injury Plan benefits.
- Special leave provisions.
- Maternity, parental and pre-placement adoption leave allowances.

76. Sick Benefit: All employees / appointees except auxiliary under 1,827 hours, statutory term and OIC category D

1. An employee/appointee is eligible for coverage under the [Short Term Illness and Injury Plan](#).
2. An employee/appointee at work or on approved leave of absence with pay on January 2 of each year will be credited with 10.5 hours of exclusion supplementary credit.
3. An employee/appointee on leave of absence without pay on January 2 of each year will be credited with 10.5 hours of exclusion supplementary credit upon return to work.
4. An employee/appointee who commences employment during the year will be credited with 10.5 hours of exclusion supplementary credit for that partial year.
5. The exclusion supplementary credit can only be used to supplement the Short Term Illness and Injury Plan benefit up to 100 percent of basic pay.
6. The exclusion supplementary credit is non-cumulative and lapses December 31.
7. Absences due to illness or injury under the STIIP plan are reported as follows:
 1. Absences of less than two hours are not reported;
 2. Absences of more than two hours and up to a half-day are reported as a half-day;
 3. Absences of more than a half-day, but where the employee/appointee worked at least two hours, are reported as a half-day;
 4. Absences where the employee/appointee worked less than two hours in the day are reported as one day.

77. Weekly indemnity plan: Auxiliary employees under 1,827 hours

An auxiliary employee is eligible for weekly indemnity coverage in accordance with the provisions in effect for the majority of bargaining unit employees.

78. Employment insurance: All employees / appointees except OIC category D

An employee/appointee is covered under the [Employment Insurance Act](#) and [Regulations](#).

79. Workers' compensation in Canada: All employees / appointees

1. Workers' compensation coverage is provided in accordance with the [Workers' Compensation Act](#) and Regulations. For details, visit [WorkSafeBC](#).

2. Transportation to and from the nearest physician and/or hospital for an employee/appointee requiring medical care as a result of an on-the-job accident or injury shall be provided or paid for by the employer.

80. Personal property repair / replacement: All employees / appointees

1. Where an employee/appointee on the employer's business incurs a loss of or damage to personal property that is pertinent to the performance of their duties and is not otherwise covered by government policy or insurance, the employer may reimburse the lesser of the loss, the repair, the deductible or \$600.
2. Subsection (1) shall not apply to an employee/appointee's motor vehicle.

81. Private vehicle damage reimbursement: All employees / appointees

Where an employee/appointee's private vehicle is damaged while in authorized use on the employer's business, the employer will reimburse the lesser of the actual vehicle damage repair cost or the employee's insurance deductible in accordance with [HR Policy 17 – Travel](#).

82. Benefit plans and provisions: All regular employees, OIC categories A, B and C

1. Any benefit plans or provisions approved for the majority of bargaining unit employees are extended to excluded employees/appointees, as applicable, covered by this policy.
2. Changes to the above benefit plans or provisions approved for the majority of bargaining unit employees are extended to excluded employees/appointees, as applicable, covered by this policy.