

4.9 SICK LEAVE (WITH PAY) / MEDICAL LEAVE (WITHOUT PAY) POLICY

Policy:

Employees accrue sick leave as per the Collective Agreement. Employees who are unable to work because of illness are paid for the number of days of sick leave that they have accrued. If an employee is unable to work after his/her sick leave has expired, they may be granted a leave of absence for a limited period as authorized by the designated Manager. Thereafter they must apply for a leave of absence and submit it to the designated Manager for approval.

Employees who are off work due to illness for 5 days will be referred to the EIP provider. Participation with the EIP is a joint effort between the BCGEU and the employer and participation is mandatory. Failure to participate with the EIP will result in the employee not being able to access their sick bank.

Duration of Sick/Medical Leaves:

As per the Collective Agreement, employees with more than one (1) years' service who are off because of sickness or accident shall, at the expiration of paid sick leave benefits, be continued on the payroll under the heading of leave of absence without pay for a period of not less than one (1) month plus an additional one (1) month for each additional three (3) years of service, or portion thereof, beyond the first year of service.

Employees with less than one (1) years' service who are off because of sickness or accident shall be continued on the payroll under the heading of leave of absence without pay for a period of seven (7) work days.

Further Leaves of Absence:

Further leave of absence without pay shall be granted upon written request provided that the request is reasonable. The Employer will require the employee to prove sickness or incapacity and provide a medical opinion as to the expected date of return to work. The Employer's decision for further leave of absence without pay shall be in writing. If the Employer does not receive the written report by the end of the leave of absence without pay explaining the employee's condition, the employee's services shall be terminated.