

## **4.9 SICK AND MEDICAL LEAVE**

### **Policy**

BACI is committed to supporting the health and wellbeing of employees. Employees are supported to return to work safely in a timely manner.

Employees accrue and can access sick leave as per the Collective Agreement and Employment Standards. Employment Standards entitle employees to five paid sick days per year after 90 days worked, Under the Collective Agreement, employees who are unable to work because of illness are paid for the number of sick leave hours that they have accrued. If an employee is unable to work after their sick leave accrual has been exhausted, 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 will be referred to the Early Intervention (EIP) provider. Employees must adhere to sick leave procedure. Participation with the EIP is a joint effort between the BCGEU and the employer and participation is mandatory. Access to sick leave and LTD benefits may be at risk for employees who do not participate with the EIP.

### **Communication with the employer while on leave**

#### **Further Leaves of Absence**

If the employee is not able to return to work after sick/medical leave accrual is exhausted, a further leave of absence without pay may 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.