

## Employer Paid Benefits

**WE OFFER an exceptional benefits package, including employer paid premiums for medical, dental, extended health and life insurance, plus four weeks annual vacation after your first year of employment.**

### BC Medical Services Plan

- Provides payment for medically required services from family practitioners, specialists, supplementary health care practitioners, laboratory & diagnostic service providers.
- Out of province applicants must live in BC for three months before they become eligible for coverage under the BC Medical Services Plan.

### Extended Health Care

- Includes out of country coverage.
- Pays for specialized services and supplies not provided under the provincial medical services plan such as prescription drugs, paramedical services, vision care and hospital accommodation differential costs. Some maximums apply.

### Dental Coverage

- Provides for reimbursement of a percentage of the costs of basic, restorative and orthodontic services, subject to some maximums and wait times.

### Life Insurance

- A lump sum death benefit that is doubled if death is the result of an accident.
- A lump sum payment on loss of sight or a limb.

### Short &/or Long Term Disability

- Short-term sick leave benefits are provided if unable to work due to non-occupational injury or illness.
- Long-term Disability provides continuing income in the event of total disability.

### Pension Plan

- Pension benefits are provided through employer and employee contributions to the Municipal Pension Plan.

### Paid Time Off

- Paid vacation as per the Healthcare Collective Agreements or Non-Contract Terms & Conditions of Employment.
- Vacation starts at 18 to 20 days per year with additional time accrued based on years of service.
- 12 paid statutory holidays per year.

### Employee and Family Assistance Plan

- Access to free confidential counseling services to deal with a wide range of concerns, both personal & work related for all employees and their families.

### Other Benefits

- Maternity, Paternity & Adoption Leave in accordance with the Collective Agreement. A supplemental employment benefit/wage top-up (SEB) may be payable to eligible employees
- Paid time off may be available in the event of a family crisis
- Unpaid Compassionate Care Leave may be available to care for a terminally ill family member. (In accordance with the Employment Standards Act).

### Benefits for Casual Employees

Limited health benefits may be available, on completion of the eligibility requirement of their Health Sector Collective Agreement. Casual employees under the Nurses & Paramedical Collective Agreements who purchase certain health benefits once eligible, and who work a minimum of 975 hrs between October 1 and the following September 30, may receive a refund of the premiums paid for those benefits, to a maximum of 12 month's premium. Casual employees also receive a premium in lieu of vacation and statutory holidays.

*Excellent health and care for everyone, everywhere, every time*