

Section: PS 1204-B
Summary of Benefit Implications
Selected Benefits – Out-of-Scope
Appendix B

Last Revised: October 2013
Last Reviewed: October 2013

Next Review:

Benefit	Variable Hours	*Definite Leave of Absence
Vacation Leave	Pro-rated (earned and paid out)	Granted for first 30 days of leave on return
Sick Leave	Pro-rated	Granted for first 90 days on return
Seniority	N/A	N/A
Increments	Performance pay – eligible for normal percentage increase	Subject to performance pay if worked in performance review period. Change applicable on return from leave
Designated Holidays	Paid in regular salary at appropriate rate	N/A
SDOs/EDOs (Hours of Work)	SDOs – prorated. EDOs for MSG – N/A but hours worked can be scheduled to provide full days off corresponding to EDO	N/A
Overtime	As set out in overtime provisions for hours in excess of full time hours	N/A
Pension PESP (Old Plan)	Pro-rated Contribution credit at full time salary for shortened service credit	Mandatory contribution for period of leave; no reduction in benefit
Pension PEPP (New Plan)	Contributions relative to time worked; matched by employer	Employee choice. If employee contributes then employer matches. If working during the leave, contributions based on income earned
Group Life	Employee choice of full or pro-rated coverage	Option to continue for up to three years; employee/employer cost-share
Dental	100% overage	100% coverage for up to 12 months
Extended Health	100% coverage	100% coverage for up to 12 months
Long Term Disability	Employees covered at full-time salary leave for maximum of 3 years – thereafter prorated	Covered for one year

***Deferred Salary Leave Plan:**

- During the salary deferral period there are no changes to employee benefits except that income Tax and Canada pension deductions are based on the earnings less the deferral amount.
- During the leave period, benefits are the same as for any Definite Leave of Absence except that continuation of Group Life coverage is mandatory rather than optional