

## Section: PS 702-C

### Benefit Coverage While on Definite Leave of Absence Without Pay

#### Appendix C

Last Revised: October 2015  
Last Reviewed: October 2015  
**Next Review:**

Benefit coverage is dependent on benefit eligibility and enrollment prior to leave.

Employee benefit coverage may vary:

- If he or she is in receipt of an approved Workers' Compensation (WCB) claim;
- If he or she is in receipt of SGEU Long Term Disability (LTD) or Disability Income Plan (DIP) benefit payments; or
- In cases of prolonged illness.

The following does not apply to employees who take a leave of absence from a permanent (full-time or part-time) position to accept a term/non-permanent position with the same employer.

Benefit	Description
Dental Plan	One year maximum (coverage continues beyond one year while receiving benefits from WCB, LTD or DIP).
Employee and Family Assistance Program – Counseling Services	Eligible for full period while on definite leave of absence.
Extended Health Care Plan	One year maximum (Coverage continues beyond one year while receiving benefits from WCB, LTD or DIP).
Life Insurance (Group Life)	Employee may elect to pay premiums to continue coverage for up to a maximum of three years.
Disability Insurance	<p><b>Out-of-Scope/CUPE (Disability Income Plan – DIP)</b> Employee may choose to pay premiums to continue coverage for up to a maximum of three years.</p> <p><b>SGEU (Long Term Disability Plan – LTD)</b> Mandatory coverage for the first year. Coverage for a second year and beyond (up to a maximum five years) must be approved by the supervisory Committee through an application directly to the SGEU LTD Plan.</p>
Pension	<p><b>Public Employees Pension Plan (PEPP)</b> <i>The Public Employees Pension Plan Act</i> provides employees with the option to contribute to the pension plan for the period of the leave. The decision to contribute or not <b>must</b> be made following return from leave and contributions <b>must be received by the Public Employees benefits Agency (PEBA) no later than 90 days after your return to work.</b> See <a href="#">Appendix 702-D</a></p>
	<p><b>Public Service Superannuation Plan (PSSP)</b> Employee is required to contribute to the plan for the period of the leave. All contributions for periods of leave <b>must</b> be made before pension commences. If a member dies while on a definite leave of absence, the member's spouse would be required to pay any outstanding arrears before he or she would be eligible to receive survivor benefits. If there is no spouse, arrears must be paid from the deceased member's estate. See <a href="#">Appendix 702-D</a></p>