

## Section: PS 703-B

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

## Appendix B

Last Revised: April 2005  
Last Reviewed: April 2005  
**Next Review:**

NOTE: Employee benefit coverage may vary:

- If they are on Worker’s Compensation;
- If they are receiving Disability Insurance payments; or
- In cases of prolonged illness (adjudicated or non-adjudicated claims).

Refer to articles in collective agreement or Public Service regulations/policies for more information.

**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 government**

Benefit Coverage*	Definite Leave	Indefinite Leave
Dental Plan	1 year maximum (regardless of the type of leave).	
Employee and Family Assistance Program – Counseling Services	Eligible for full period while on definite leave of absence.	Not eligible.
Extended Health Care Plan	1 year maximum	Not eligible.
Life Insurance (Group Life)	Employee may elect to pay premiums for up to 1 year (regardless of the type of leave) and, upon approval from PEBA, may request extensions to a maximum of 3 years.	
Disability Insurance: a) Out-of Scope/CUPE (Disability Income Plan – DIP)  b) SGEU (Long-Term Disability Plan – LTD)	<p>a) Employee may choose to pay premiums for max. 1 year (regardless of the type of leave) and, upon approval from PEBA, may request extensions to a maximum of 3 years.</p> <p>b) Mandatory coverage for the 1<sup>st</sup> year, employee may choose to pay premiums for the 2<sup>nd</sup> year, not eligible after 2 years (regardless of the type of leave).</p>	

**NOTE: Benefits are pro-rated if employees worked less than full-time hours.**