



## **BENEFIT SUMMARY SHEET** **FULL-TIME** **O.P.S.E.U.**

### **PAY DAYS - Direct Deposit**

Pay Day is each alternate Thursday for the 2 week period ending the previous Sunday. Your pay will be directly deposited into a bank account of your choice. Any changes in banking information should be reported to Human Resources or Payroll immediately. Pay stubs will be emailed directly to your hospital employee email address via the Niagara Health System email service on Thursday morning of the pay week.

### **STAT HOLIDAYS**      12 days per year

New Year's Day	Victoria Day	Thanksgiving Day
Family Day	Canada Day	Remembrance Day
Good Friday	Civic Holiday	Christmas Day
Easter Monday	Labour Day	Boxing Day

### **VACATION**      Vacation is earned from July 1<sup>st</sup> thru June 30<sup>th</sup> and must be used up no later than June 30<sup>th</sup> of the following year.

<u><b>Service</b></u>	<u><b>Annual Entitlement</b></u>	<u><b>Earned Per Pay</b></u>
1 Year	3 weeks	4.32692 hours per pay
3 Years	4 weeks	5.76923 hours per pay
13 Years	5 weeks	7.21154 hours per pay
22 Years	6 weeks	8.65385 hours per pay
28 Years	7 weeks	10.09615 hours per pay

### **PREGNANCY LEAVE**      •SUB Plan – difference between Employment Insurance entitlements and 84% of normal earnings paid for up to 15 weeks

### **PARENTAL LEAVE**      •SUB PLAN – difference between employment insurance entitlements and 84% of normal earnings paid for up to 10 weeks

Combined Pregnancy/Parental leave may be granted for a period of up to 52 weeks.

### **BEREAVEMENT LEAVE** •3 days without loss of pay for scheduled hours of work in conjunction with the day of the funeral for spouse, child, step-child, parent, step-parent, sister, brother, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent-in-law, grandparent or grandchild

•1 day to attend the funeral of an aunt, uncle, niece, nephew. Leave can be used for 2 different occasions.



**Cont'd – Full-Time OPSEU Benefit Summary Sheet**

<b>INSURANCE PLANS</b>	<b>DESCRIPTION</b>	<b>HOSPITAL SHARE OF THE COST</b>	<b>EMPLOYEE SHARE OF THE COST</b>	<b>FULL COST PER MONTH</b>
Semi-Private Hospital		100%	--	Single - \$5.58 Family - \$16.73
Extended Health	<ul style="list-style-type: none"> <li>•\$22.50 Single - \$35 Family deductible/yr</li> <li>•Drug formulary 3</li> <li>•Drug Maximum: Unlimited</li> <li>•Vision \$300/person/24 months plus cost of eye exam every 24 months (\$100 Max)</li> <li>•Hearing aids 100% reimbursement every 36 months</li> <li>•Physiotherapy Services – \$300/yr</li> <li>•Psychologist - \$200/person/year \$35 Max for first visit \$20 Max for subsequent visits</li> <li>•Massage \$300/person/year</li> <li>•Speech Pathologist - \$200/person/year</li> <li>•Chiropractor \$300 Max per year</li> <li>•Orthotics \$375 per pair – 2 pairs a year. Requires physician note and copies of licensed suppliers gait analysis and biomechanical analysis report</li> <li>•Private hospitalization</li> <li>•Private duty nursing</li> <li>•Prosthetic appliances, medical aides</li> <li>•Ambulance services</li> </ul>	75%	25% = Single \$29.85 Family \$89.34	Single \$119.42 Family \$357.37
Dental	<ul style="list-style-type: none"> <li>•Current ODA fee schedule</li> <li>•Levels I &amp; II – Basic &amp; Supplementary Basic Services – 100%</li> <li>Level IV – Major Restorative – 50% (\$1,500 per calendar year)</li> <li>Level V – Orthodontics – 50% (\$1,500 per lifetime)</li> </ul>	75%	25% = Single \$13.09 Family \$39.27	Single \$52.35 Family \$157.07
Deluxe Travel	•Out-of-Province and Out-of-Country	--	100%	Single \$0.95 Family \$2.00
HOODIP Long Term Disability	<ul style="list-style-type: none"> <li>•at least 6 mos.service = 65% regular earnings</li> <li>•at least 20 years = 70%</li> <li>•over 30 years – 75%</li> </ul>	75%	25%	\$.03096/\$100



HOGLIP Life Insurance	2 x Annual Salary Round to nearest \$500	100%	--	\$.222/\$1000
HOVLIP Voluntary Life Insurance	1, 2 or 3 x Annual Salary	--	100%	Based on age and gender bands
HOOP Pension Plan	Hospitals of Ontario Pension Plan •Defined Benefit Plan	1.26 x the employee's contribution	6.9% to YMPE 9.2% over YMPE	Enrolment is Compulsory on Employment Date

2016 YMPE is \$54,900

HOGLIP and Voluntary Life benefits are deducted the second pay of the month.

All Manulife benefits are deducted the first pay of the month. If you choose to waive Manulife benefits, note that proof of alternate coverage must be presented.

The waiting period for Manulife, HOGLIP, and AD&D benefits is the equivalent of 3 months service accumulation. Coverage is effective the first of the following month following 3 months service. LTD is effective 6 months after start date.

Updated December 23, 2015 SW