

SHORT-TERM DISABILITY PLAN AND SICK LEAVE PROVISIONS

Key Components of the Short-Term Disability Plan (STDP)

- Short-term disability benefits to a maximum of 26 weeks (182 days)
 - One claim of a maximum of 26 weeks per same or related illness/injury
 - No limit on the number of claims submitted in a fiscal year or in a career
 - If illness/injury recurs within 30 calendar days of returning to work, due to the same or related illness/injury, continuation of the same claim
- Employees who are approved for short-term disability benefits shall receive the following income replacement, for a maximum of 26 weeks:
 - 100% income replacement during the first **17 weeks (119 days)**

Note:

The previous offer included 14 weeks at 100%

- In 2012-2013:
 - 73% of CPA employees had fewer than 17 weeks of banked sick leave
 - 90% of CPA employees who were absent for more than 7 calendar days returned to work within 17 weeks

- 70% income replacement for the following **9 weeks (63 days)**
- Employees must be absent for 7 consecutive calendar days and be unable to perform their duties due to illness/injury
 - Benefits for this period will be paid under the STDP and count towards the 26 weeks maximum - no unpaid waiting period
 - In cases of hospitalization or recurrence within 30 calendar days, employees will immediately access STDP benefits
- **Additional time off for medical appointments that are prescribed as part of a treatment plan for chronic and recurring illnesses.**
- Common terms that apply to all employees, under a separate governance structure
- External Case Management for employees receiving short-term disability benefits
 - Evaluation and approval of claims based on plan design
 - Development of comprehensive return-to work plans to foster an early and successful return to work

STDP Benefit Payment Schedule (consecutive calendar days)

17 weeks (119 days)		9 weeks (63 days)
Day 1 - 7 (Paid Eligibility Period)	Day 8 - 119	Day 120 - 182
When claim is approved, income replacement is at 100% of earnings. Benefits payable from first day of illness/injury. Eligibility period of 7 consecutive calendar days is waived in cases of hospitalization or recurrence within 30 calendar days.	Income replacement is at 100% of earnings.	Income replacement is at 70% of earnings.

Key Components of the Sick Leave Provisions

- Employees will be allocated 8 days (60 hours) of sick leave credits on the first day of each fiscal year.
- Employees can carry over a maximum of 2 days (15 hours) of sick leave credits remaining at the end of the fiscal year, for use in the following fiscal year.
- On the implementation date of the STDP, sick leave credits accumulated up to that date cease to accumulate and are abolished.