

Classification: Management/Executive
Version: January 1, 2018

Vacation Entitlement

During the first year of employment, an employee’s entitlement is prorated. Full time employees accrue a vacation bank at the eligible rate. Part time employees receive their eligible vacation pay percentage on each pay.

PERCENTAGE	WEEKS	YEARS OF SERVICE
10%	5 weeks	After 1 year
12%	6 weeks	After 5 years
14%	7 weeks	After 14 years
16%	8 weeks	After 22 years

Public Holiday Entitlement – Full Time Employees

There are ten (10) paid public holidays per year and an additional two (2) floating holidays*.

Public Holidays include:

- | | |
|----------------|------------------|
| New Year’s Day | Civic Holiday |
| Family Day | Labour Day |
| Good Friday | Thanksgiving Day |
| Victoria Day | Christmas Day |
| Canada Day | Boxing Day |

*Hire date/transfer date between May 1st and August 31st, 1 floating holiday entitlement for remainder of calendar year.

*Hire date/transfer date between September 1st and December 31st, 0 floating holiday entitlement for remainder of calendar year.

Manager on Call

To compensate for time spent on call, each Executive will receive one (1) float day for each full week on call.

Healthcare of Ontario Pension Plan (HOOPP)

New full-time employees are required to join the Healthcare of Ontario Pension Plan upon commencement of employment. Contributions will be made at a rate of 6.9 percent of annualized earnings up to the year's maximum pensionable earnings (YMPE) and 9.2 percent of annualized earnings above the YMPE. Part-time employees have the option of joining upon hire or at any time during their tenure.

Hospitals of Ontario Disability Income Plan (HOODIP) – Full Time Employees

All full time employees are eligible for sick time benefits after completing three months of service. The amount of sick pay you receive is determined by your length of service.

Health and Welfare Benefits – Full Time Employees

All health and welfare benefits are offered through Sun Life Financial and available to all full time employees.

Basic Life Insurance: Basic Life Insurance is offered at 2x annual salary. It is a mandatory benefit for all full time employees and you will be enrolled after three months of service. Premiums are 100% paid by Sault Area Hospital. When Basic Life Insurance is in effect, you are eligible to enroll for additional voluntary life insurance. This benefit is optional and premiums for voluntary life are 100% employee paid.

Accidental Death & Dismemberment (AD&D): This is a mandatory benefit for all full time employees. You and your family are protected from financial difficulty if you should die or be dismembered in an accident. The Hospital pays 100% of the premium. AD&D becomes effective three months after commencement of employment.

Long Term Disability (LTD): LTD is a mandatory benefit for all full time employees and you will be enrolled after completing six months of service. If you become totally disabled and are unable to work you may receive up to 75% of your regular earnings. Your benefit amount will depend on your regular earnings and your length of service. Premiums are cost shared between you and the hospital and are based on earnings.

Extended Health Care (EHC): In addition to prescription drugs and private hospital coverage, this benefit includes vision care, hearing, out of country travel insurance and physiotherapy/chiropractic services. This benefit is non-mandatory and available to all full time employees. If you do not enroll when you initially become eligible you will be considered a late applicant and there will be conditions to enroll at a later date. Employee Services will discuss this in more detail at your benefit meeting. Premiums are cost shared between you and the hospital. Benefit premiums are normally adjusted annually. Your portion of the current benefit premium is as follows:

Single Coverage per month is: \$17.37
Family Coverage per month is: \$49.63

Dental Plan: This benefit includes basic and preventative dental care as well as orthodontics. This benefit is non-mandatory and available to all full time employees. If you do not enroll when you initially become eligible you will be considered a late applicant and there will be conditions to enroll at a later date. Employee Services will discuss this in more detail at your benefit meeting. Benefit premiums are normally adjusted annually. Your portion of the current benefit premium is as follows:

Single Coverage per month is: \$17.21
Family Coverage per month is: \$40.16

Benefits & Public Holidays – Part Time Employees

Part time employees are not eligible for benefits and receive 14% pay in lieu of benefits and public holiday pay on all worked hours.

Parking

Parking is offered at a discounted rate to Sault Area Hospital employees. The cost for a full time employee is \$30.77 per pay. The cost for part time employees is \$20.00 per pay. Fees are deducted through payroll.

Additional information regarding these benefits is available by contacting Human Resources.