



Non-Union (Management and Executive)

Benefits for regular full-time employees

Semi Private

Green Shield Canada coverage for Semi Private Accommodation in hospital. 100% of premiums paid by hospital. Effective the first of the month following three month wait period.

Dental Care

Green Shield Canada coverage for Dental Care. 75% of premiums paid by hospital. Deductible: \$0. Effective the first of the month following three month wait period. Coverage includes oral exam: 6 month recall, basic services 100% \$2000 maximum per calendar year, orthodontics: 50% \$1,500 lifetime maximum.

Extended Health Care

Green Shield Canada coverage of Extended Health Care (ie. prescription drugs, private accommodation in hospital, medical equipment, etc.). 75% of premium paid by hospital. Deductible: \$22.50 Single, \$35 Family coverage. Effective the first of the month following three month wait period. Coverage includes vision: \$250/ 24 months, hearing: cost of acquisition every 36 months. Physio/Chiropractic/Massage Therapy - \$300.00/yr/service. Out of Province/Out of Country Emergency Travel Plan.

Group Life Insurance

Desjardins Financial Services (DFS) Group Life Insurance coverage. 100% of premiums paid by hospital. Effective on the day following three month wait period. Policy amount is 2 x annual salary. Additional coverage can be purchased through the Voluntary Life Insurance Policy.

Accidental Death & Dismemberment

Desjardins Financial Services (DFS). 100% of premiums paid by hospital. Effective on the day following three month wait period.

Sick Benefits

Effective three months following first active day of work. 100% payable on first day of illness or injury to 120 days.

Disability Plan (Long Term)

RBC Insurance. 100% of premiums paid by hospital. Effective on the day following three month wait period.

Pension Plan

HOOPP -Effective immediately upon hire.

Paid Holidays

12 Paid Holidays (10 Stats + 2 Floats)

Vacation

4 weeks after 1 year
5 weeks after 5 years
6 weeks after 18 years
7 weeks after 28 years