

AFFILIATION:

APS – The Association of Professionals and Supervisors

BENEFITS	EMPLOYEE TYPE				
	TERM – LESS THAN 13 WEEKS		TERM – 13 WEEKS AND MORE		REGULAR (A)
	TEMPORARY (I)	CONTRACTUAL (C)	TEMPORARY (L)	CONTRACTUAL (B)	
B009 – S.H.C.P.	Not entitled (1)	Not entitled	CBC paid – Compulsory (1)	Employee paid – Compulsory (8)	CBC paid – Compulsory
B010 – SHCP Value – Quebec(2)	Not applicable	Not applicable	Compulsory	Not applicable	Compulsory
B007 & B008 – Provincial Health Plans (3)	Not entitled	Not entitled	CBC paid	Employee paid	CBC paid
B041 & B042 – Dental Plan 51694 (4)	Not entitled	Not entitled	Employee paid – Compulsory	Employee paid – Compulsory	CBC paid – Compulsory
B017 – Basic Life	Not entitled	Not entitled	Employee paid - Compulsory	Employee paid – Compulsory	CBC paid – Compulsory
B001 – Optional Life	Not entitled	Not entitled	Employee paid – Optional	Employee paid – Optional	Employee paid – Optional
B003 & B004 – Reducing Term	Not entitled	Not entitled	Employee paid – Optional	Employee paid – Optional	Employee paid – Optional
B002 – Dependent Life	Not entitled	Not entitled	Employee paid – Optional	Employee paid – Optional	Employee paid – Optional
B006 – Accidental Death and Dismemberment & Global Medical Assistance	Not entitled	Not entitled	Employee paid – Optional	Employee paid – Optional	Employee paid – Optional
B030 – Travel Accident Insurance	CBC paid	CBC paid	CBC paid	CBC paid	CBC paid
MEDEX Business Travel Assistance	CBC paid	CBC paid	CBC paid	CBC paid	CBC paid
Short Term Disability	Not entitled	Not entitled	Entitled – H.R. Policy	Entitled – H.R. Policy	Entitled – H.R. Policy
B005 – Long Term Disability	Not entitled	Not entitled	Employee paid - Compulsory	Employee paid – Compulsory	Employee paid – Compulsory
Old Sick Leave Plan	Entitled	Not entitled	Not entitled	Not entitled	Not entitled
Special Short Term Disability	Entitled – H.R. Policy	Entitled – H.R. Policy	Not entitled	Not entitled	Not entitled
CBC Pension (5)	Not entitled	Not entitled	Employee & CBC paid – Part I/II	Not entitled	Employee and CBC paid
RRSP	Not entitled	Not entitled	Employee paid – Optional	Employee paid – Optional	Employee paid – Optional

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12.5% in lieu of benefits (7)	Not entitled	Entitled	Not entitled	Entitled	Not entitled
Equivalent % in lieu of CBC pension contribution	Not entitled	Not entitled	Not entitled	Not entitled	Not entitled
Parental Leave – H.R. Policy (6)	Entitled	Entitled	Entitled	Entitled	Entitled

- (1) Temporary employees (I and L) are entitled to S.H.C.P. after three months of continuous service.
- (2) The SHCP Value – Québec (B010) should be applied only when B009 is CBC-paid **and** the employee is a resident of the province of Québec.
- (3) The Provincial Health Plans apply only to Alberta (B007) and British Columbia (B008) residents.
- (4) The Benefit Codes for Dental Plan 51694 are B041 for Québec residents and B042 for residents of other provinces.
- (5) Temporary (L) part time and Regular (A) part time may participate in Part II and Temporary (L) full time may participate in Part I of the Pension Plan on completion of eligibility of criteria.
- (6) Employees with 6 months of continuous service.
- (7) Not automatic – as per individually negotiated contract.
- (8) Contract (B) employees of 13 weeks or more are entitled to S.H.C.P. on date of hire.

Benefit Group(s) – VIP:

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Alb→DH
BC→DI
QC→DG
Other provinces →DJ
Outside Canada→DP

Alb→DL
BC→DM
QC→DK
Other provinces →DN
Outside Canada→DQ

Alb→DD
BC→DE
QC→DC
Other provinces →DF
Outside Canada→DO