**BCGEU**

Carrier: “employee shall mean a person who is resident in Canada and employed on the permanent, active staff of the employer if customary employment with the employer is for 20 or more hours per week or 50% of the full time hours listed below:

ii) 25 to 30 contact hours per week for members of the BCGEU

Permanent, active staff shall include seasonal, on going sessional, regular and non regular, part time and short term and employees on approved leaves of absence.

Under BCGEU Collective Agreement:

Regular full time – full time ongoing 12 month per academic year basis

Regular part time – on going basis per academic year with workload < FT

Non regular – employed on a basis other than regular FT or part time

\*\* Non Regular employees will receive a contract which will contain their start date, terms of appointment, and appointment end date. The contract will service as their notice of layoff.

Sick Leave: as per the common agreement Article 9.3

Article 23.4 BCGEU

“Employees not eligible for enrolment in the Plan shall be entitled to accumulate sick leave at the rate of one point five (1.5) days for every twenty (20) days worked. Minimum entitlement, based on percentage of employment, shall be twenty (20) working days to a maximum of thirty (30) days.

(Example: .48 contract \* 1.5 \* months worked)

Collective Agreement: Article 21

21.1 – Group Life Insurance “eligible on the first day of the month coincident with or next following employment day.” Age banded in collective agreement.

21.2 – Business Travel Insurance – all employees ($50,000 through UCIPP)

21.3 – Dental Plan

Regular full time

Regular part time

Non – Regular

21.4 – Restricted Benefit Entitlement

Two months or less shall **NOT** be entitled to the following benefits

* medical
* extended health
* group life
* long term disability \*\*\* need to comply with the common agreement therefore must be 50% and at least four months even though collective indicates two months or more would entitle ee to this benefit. The common overrides the collective on this one.

Dental – Shall **NOT** be provided to employees on appointments of three months or less

**Given the above statements:**

I conclude that if a BCGEU employee holds a contract (even short term) that is greater than **two months – we can offer**:

* medical
* extended health
* group life

Given a contract of **three months we can add dental** to the offering ... and at four months the Disability benefits (LTD).

So under BCGEU when one is eligible when do the benefits become effective?

**MSP** – 1st day of the month coincident with or next following the date of employment

**Basic Life Insurance** – 1st day of the month coincident with or next following the date of employment

**STD/LTD** – 1st day of the month coincident with or next following date of employment

**Dental** - date of hire/first day of active employment if contract is greater than three months BUT 1st of the month following the month in which it is determined that such longer term will take place (when contract is extended beyond initial contract of less than three months).

**Extended Health** – date of hire/first day of active employment if contract is greater than two months BUT 1st of the month following the month in which it is determined that such longer term will take place (when contract is extended beyond initial contract of less than two months).

**AD&D** - date of hire/first day of active employment

\*\*\*\* Note: Dental recall is once every 9 months \* dependent children under 19 years recall is once every 6 months

\*\*\* NOTE THAT NEITHER THE SCFA NOR THE BCGEU COLLECTIVE AGREEMENTS MAKE REFERENCE TO AD&D BENEFITS. THIS BENEFIT OFFERING ONLY COMES THROUGH THE COMMON AGREEMENT.