**SCFA**

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:

iii) 16 or more instructional hours per week for Faculty Association Instructors (SCFA).

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 SCFA Collective Agreement:

 Regular appointment

 Continuous appointment

 Short term appointment (at least one semester in length)

 Annualization

 Regularization

Sick Leave – all employees except those specified in Article 9.4.2 are covered by Article 9.3 of the common agreement.

Article 9.4.2 = short term or probationary appointments – employees whose terms of appointment are less than 50% or less than four (4) months will be entitled to a credit of twenty (20) days of sick leave and will accumulate sick leave credits of one and one half (1 ½) days for each month employed thereafter.

Collective Agreement - Health Benefits:

The College agrees to provide the following health benefit plans to all full time, probationary, continuous and short term (one semester) appointment provided they meet the eligibility requirements of the Plans:

* Plan dictates 50% of 16 or more instructional hours per week

Benefits are:

MSP

Extended Health

Life Insurance

LTD

Dental

So under SCFA 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** – date of hire/first day of active 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

**Extended Health** - date of hire/first day of active employment

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

\*\*\* Also … Under Collective Agreement Article 9.7 “insurance coverage while travelling on the business of the College will be afforded to ALL employees at a rate of $50,000 … offered through UCIPP (University College & Institutional Protection Program).

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