



Information Sheet

Caregiver Health & Wellness

Information, Programs and Benefits

General information for CUPE 1858 members about supports for employees who are caring for family members who are ill or injured. Entitlement thresholds for health and wellness benefits are in Article 29 of the Collective Agreement (<http://www.cupe1858.org/our-contracts.html>).

Employee & Family Assistance Program (<https://www2.viu.ca/HumanResources/NEFAP.asp>; 1-800-663-1142)
This program provides a variety of services ranging from counselling services to health and financial planning to legal advice.

- You can get a description of all the different services by checking out <https://www2.viu.ca/humanresources/documents/CatalogueofService-PlanSmart.pdf>
- The program also offers a variety of courses online, a list of which can be found at <https://www2.viu.ca/humanresources/documents/CourseCatalogue.pdf>

Joint Early Intervention Program – Article 19.09 (<https://www2.viu.ca/HumanResources/jeip/>)

The purpose of the JEIP is to ensure that appropriate health resources and treatment are made available early. While this program generally comes into play when employees are off due to illness or injury, you are also entitled to self-refer to the program to get additional resources in advance of ending up off sick. Many members struggling with a combination of health and personal challenges have found the program helpful. This program is managed by a joint employer-union committee and questions can be referred to CUPE reps Crystal Kreschuk, Deborah Hopper or Marg Taylor.

Family Illness Leave – Article 19.05

Eligible members accrue time into their sick bank with each pay period and can deduct it when there is a need to be off to support family members who need care. Please refer to the collective agreement for more information.

Other Leaves

Members may use other forms of leave to supplement their family illness leave including banked time in lieu, banked overtime, and vacation time. You are encouraged to talk to your manager, Human Resources, and/or the Union if you need support in working through these challenges.

Employment Insurance (EI) Caregiver & Compassionate Care Benefits

If a member is not entitled to family illness leave, or are out of sick bank and vacation hours and need to go on a leave without pay to be a caregiver for an ill or injured family member, individuals should apply for EI caregiver benefits. These benefits will provide around 55% of an individual's wages for any weeks when they don't have other leave hours to draw on. To qualify for this benefit an individual has to have:

- You are a family member (or are considered to be like a family member) of a person who is critically ill or injured or who is needing end-of-life care;
- An interruption in wages of greater than 40% for at least one week to care for the person;
- A medical doctor or nurse practitioner has certified that the person you are providing care or support to is critically ill or injured or needing end-of-life care; and
- Worked more than 600 hours in the last 52 weeks (as shown on the ROE - record of employment).

For more information, to apply for the EI benefits and to get the applicable forms, go to:

<https://www.canada.ca/en/services/benefits/ei/caregiving.html>

www.cupe1858.org