



Information Sheet *Health and Wellness Information, Programs and Benefits*

General information for CUPE 1858 members about supports for employees who are unwell or off sick. 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)
EFAP provides 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 Deborah Hopper, Marg Taylor or Kordell Bergen.

Sick Bank – Article 19

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

Employment Insurance (EI) Sickness Benefits

If a member is not entitled to sick bank hours, or out of sick bank hours and therefore have no income until LTD kicks in, individuals should apply for EI sickness benefits. These benefits will provide around 55% of an individual's wages for any weeks when they don't have sick bank hours to draw on. To qualify for this benefit an individual has to have:

- An interruption in wages of greater than 40%;
- A medical certificate indicating that your medical situation qualifies; and
- Worked more than 600 hours in the last 52 weeks (as shown on the ROE - record of employment).

Individuals can draw the EI benefits for the weeks between when their sick bank ends and LTD starts. VIU automatically issues an ROE electronically as soon as an employee runs out of sick bank hours. For more information, to apply for the EI benefits and to get the certificate/form for the doctor to fill out, go to: <https://www.canada.ca/en/services/benefits/ei/ei-sickness.html>

Long Term Disability (LTD) – Article 19.10 & 29.02(b)iv

For employees entitled to LTD who have indications that they will be off for an extended period of time, an LTD application should be completed as soon as possible. VIU will send individuals a package with the documentation as appropriate. LTD coverage provides 60% of earnings. By applying for LTD, individuals secure their seniority rights within CUPE at VIU and keep their pensions intact. Individuals on approved LTD do not have to buy back pension service for periods when they are on LTD. Also, the employer continues to pay extended health premiums through the 90 day elimination period to LTD and then for the first 3 months once an individual has started LTD so long as they are working through the appropriate application processes.

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