

YOUR SICK TIME. KNOW THE FACTS.

1

Stay home and call **EARL (604-605-3275)** when you are ill.

Proof of illness may be requested for absence of 3 days or more.



2

Your **sick bank** is your **Short Term Disability Insurance**. It provides income during the long term disability qualifying period.

3

You need **86 to 108 days** in your sick bank to pay you until long-term disability kicks in. That can take **5 years** to earn!

Every time you use your sick bank, you decrease your short-term disability fund!

4

Full time, permanent employees earn **1.5 working days/month** of sick time (11.25 hours). To a maximum of **135 HOURS/YEAR**. (12 hour shifts = 11 days/year; 8 hour shifts = 18 days/year) Maximum allowable accrual is **1170 HOURS**.



5



WHEN TO NOT USE SICK TIME:

- For time off to care for children or loved ones.
- When vacation is not approved.
- Poor weather.

Did you know that you must work 14 hours (regular time) to earn one hour of sick time?



6

Alternatives to sick time are outlined in your collective agreement.

7

REMEMBER: If your sick bank is empty, **Medical EI only covers 55%** of your salary (to a maximum amount of \$53,100 per year or \$562 per week) **It takes 28 days before you receive your 1st payment!**



8

After 150 unpaid hours (8 hour shifts = 20 days, 12 hour shifts = 13.6 days), you are responsible for paying your own benefits, which could be over **\$400/month!**



Supports and resources are available if you are struggling with an injury or illness.
Visit Fraserhealth.ca/ADM or email Attendance.Support@fraserhealth.ca for more information.

What if you had an unexpected serious accident or developed a significant illness and needed long term disability coverage?

Do you know that you are paid out of your **sick bank** for the time period from your date of disability (when you go off work) to when you qualify for **long-term disability** coverage?

Bargaining Association	NBA/Excluded	FBA/CBA/HSPBA
Qualifying Period for LTD	4 months (120 days)	5 months
Number of sick hours required to be FULLY paid	~652 hours	~806 hours

Do you have enough sick time banked to ensure your financial security and that of your family in the event of a serious illness or injury?

In 2017, only 20% of FHA staff accepted onto long-term disability had enough sick time in their bank to bridge the gap between their date of disability and long-term disability coverage.

Know your numbers.

You can check your sick bank on your Pay Notice on myFHinfo.

The screenshot shows the myFHinfo website interface. The top navigation bar includes 'Signed in as:' and links for 'Home', 'My Requests', 'Notifications', 'Help', and 'Sign Out'. The main content area is titled 'View Pay Notices' and includes a 'Print' button. Below this is the 'View Pay Notice Options' section, which contains a form with 'Employee Number' and 'Timecard Date' (set to APR 04, 2019). To the right of the form is a link for 'Benefit Banks', which is highlighted by a red arrow. Below the form are buttons for 'Pay Notice', 'Attendance Details', 'Deductions & Benefit Details', and 'Mileage Details'. A 'Download' button is also visible at the bottom right of the form area.

If you are struggling with a chronic or ongoing medical condition that is causing you to use your sick time to manage, the **FHA Absence and Disability Management team wants to help**. Contact us to see what resources might be available to you to help manage your condition.

Attendance.Support@fraserhealth.ca