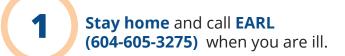
YOUR SICK TIME. KNOW THE FACTS.



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



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

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**.



- 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?



- **Alternatives** to sick time are outlined in your collective agreement.
- **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!**



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?

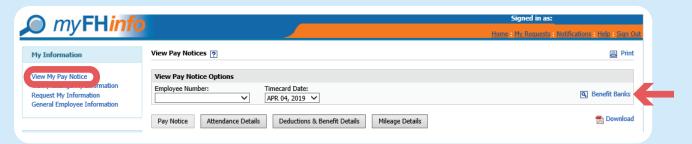
Bargaining Association	NBA/Excluded	FBA/CBA/HSPBA
Qualifying Period for LTD	4 months (120 days)	5 months
Number of sick hours required to be FULLY paid	~652 hours	~806 hours

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.



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

