



APPENDIX E

All Casual, Contractually Limited Employees
[not including contractors from an agency]

OCCASIONAL SICK LEAVE/SHORT-TERM DISABILITY

Not Applicable, paid in-lieu of benefits

DEPENDANT SICK LEAVE

Not Applicable, paid in-lieu of benefits

SHORT-TERM DISABILITY

Not Applicable, paid in-lieu of benefits

Contractually Limited employees may qualify for Employee Insurance (EI) Sick Benefits. To be eligible for EI sickness benefits you must apply and show that:

- Your regular weekly earnings from work have decreased by more than 40%; and
- You have accumulated 600 insured hours in the last 52 weeks or since the start of your last claim. This period is called the qualifying period

LONG-TERM DISABILITY

Not Applicable, paid in-lieu of benefits

COMPASSIONATE CARE LEAVE

In accordance with Employment Standards Act, leave of absence without pay for a period of up to eight (8) weeks to provide compassionate care and support to an immediate family member with a serious medical condition with a significant risk of death occurring within a period of 26-weeks.

May be eligible for EI Compassionate Care Benefits

EI Compassionate Care Benefits may be paid up to a maximum of **six (6) weeks** (two (2) week unpaid waiting period) to a person who has to be absent from work to provide care or support to a gravely ill family member at risk of dying within 26-weeks.

To be eligible for compassionate care benefits you must apply and show that:

- Your regular weekly earnings from work have decreased by more than 40%; and
- You have accumulated 600 insured hours in the last 52 weeks or since the start of your last claim. This period is called the qualifying period;
- Certificate from duly qualified professional required.

EMERGENCY LEAVE

In accordance with the Employment Standards Act, Emergency Leave allows employees, who work for employers that regularly employ at least 50 or more employees, an unpaid leave of absence for up to **10 days** for emergency reasons.

The reasons can range from: a personal illness, injury or medical emergency or the death, illness, injury, medical emergency or *urgent matter* relating to:

- The employee's spouse; a parent, step-parent or foster parent of the employee, or of the employee's spouse;
- A child, step-child or foster child of the employee, or of the employee's spouse;
- A grandparent, step-grandparent, grandchild or step-grandchild of the employee or of the employee's spouse;
- The spouse of a child of the employee; the employee's brother or sister;
- A relative of the employee who is dependent on the employee for care or assistance.

BEREAVEMENT LEAVE

Not Applicable, paid in-lieu of benefits

- Included in Employment Standards Act Emergency Leave (above)