

Union Member Benefits

	BENEFIT	ENTITLEMENT
Time Off and Compensation	Vacation	<i>New employees receive an annual entitlement of 15 days, and the entitlement increases with service</i>
	Statutory holidays	<i>Provides you with 11 paid days off each year to recognize statutory holidays</i>
	Flexible Work Arrangements	<i>Most positions have modified work schedules which allow you to work longer shifts in return for additional paid days off (e.g. an extra day off every three weeks)</i>
	Overtime Compensation	<i>Time worked in excess of the standard 35 hour work week is compensated at generous overtime rates.</i>
	Special leave	<i>Allows you to take up to 70 hours paid leave for specific personal matters</i>
	Maternity, Parental and Pre-Adoption Leave	<i>Pays you an allowance when you are caring for your newborn or preparing for an adoption</i>
Health & Wellness	Medical Services Plan (MSP)	<i>A taxable benefit that covers the cost of your family's BC Medical Services Plan</i>
	Extended Health	<i>100% employer paid premium that covers a significant portion of your family's healthcare costs not covered by MSP such as prescriptions, eye care, etc.</i>
	Extended Dental	<i>100% employer paid premium that covers a significant portion of your family's dental care</i>
	Employee Assistance Program	<i>Employer paid counseling services to help you and your family when the need arises</i>
	Sick Leave	<i>Employer paid benefit that pays a portion of your salary when you're ill or injured and unable to work</i>
	Long Term Disability	<i>Employer paid benefit that pays a portion of your salary when you've been ill or injured for an extended time</i>
Insurance	Workers' Compensation	<i>Provides replacement income and covers health care costs when you've had an accident or injury at work</i>
	Life Insurance	<i>Personal life insurance equal to three years of your annual salary</i>
	Spouse and Dependent	<i>Optional life insurance for your family members</i>
Retirement	Public Service Pension	<i>A defined benefit plan that provides guaranteed income when you retire. Your pension contributions are more than matched by The Freshwater Fisheries Society of BC .</i>
	Retirement Allowance	<i>A special retirement allowance based on your years of service</i>
	Service Awards	<i>Recognize employees for milestone years of service</i>