

# Sick Leave and Long-Term Disability Benefits

## Full Time ONA Employees - Hired On and After January 1, 2006

### Phase 1 – LHSC Sick Pay Benefit

- **Maximum Duration** = 15 calendar weeks from onset of sick incident, inclusive of any modified hours and or duties worked.
- **Payment Detail** = Paid by LHSC via bi-weekly pay deposit. Taxable.
- **Supporting medical** evidence required to be provided to Occupational Health and Safety Services.
- **Level of Benefit** = Determined by the length of your continuous active service up to the first day of absence according to the following service schedule:
  - At least 3 months - 66 2/3% of earnings
  - At least 1 year - 70% of earnings
  - At least 2 years - 80% of earnings
  - At least 3 years - 90% of earnings
  - At least 4 years - 100% of earnings

### Phase 2 – Employment Insurance Sickness Benefit

- **Maximum Duration** = 15 weeks.
- **Payment Detail** = Paid by Service Canada, Employment Insurance (E.I.) via direct deposit. Taxable.
- **On-line application** through Service Canada is required.
- **Level of Benefit** = 55% of your average insurable weekly earnings to a gross maximum of \$501/week. *NOTE: E.I. weekly maximum is subject to change.*

### Phase 3 – Long-Term Disability (LTD) Plan Benefit \*

\* LTD Benefits are only payable after a qualifying period of 30 weeks from onset of disability (first shift sick.)

- **Maximum duration** = To age 65. See your booklet or contact your Benefits Advisor for further details.
- **Payment Detail** = Paid Monthly (in arrears) by Insurance Carrier (direct deposit available). Taxable.
- **Application forms required** to initiate LTD claim. Supporting medical is required. See your benefit booklet or contact your Benefits Advisor for details.
- **Level of Benefit** = Based on years of continuous service prior to onset of disability:
  - 6 months but less than 20 years of service = 65% of GROSS pre-disability monthly wage
  - 20 years but less than 30 years of service = 70% of GROSS pre-disability monthly wage
  - 30 years of service or more = 75% of GROSS pre-disability monthly wage

### Employment Insurance Sickness Benefits:

- Website: <http://www.servicecanada.gc.ca/eng/sc/ei/benefits/sickness.shtml>
- Helpline: 1-800-206-7218