

Sick Leave and Long-Term Disability Benefits

Full Time ONA Employees - Hired Before January 1, 2006

Phase 1 – LHSC Sick Pay Benefit

- **Maximum Duration** = 15 weeks (standard full-time hours multiplied by 15 weeks).
- **Payment Detail** = Paid by LHSC on bi-weekly pay deposit. Taxable.
- **Supporting medical** evidence required to be provided to Occupational Health and Safety Services.

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 calendar weeks from onset of disability (first shift sick.)

- **Maximum Duration** = To age 65. See your benefit 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:
 - ❖ 1 year but less than 10 years of service = 60% of GROSS pre-disability monthly wage
 - ❖ 10 years 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