

# Section G – Health & Safety

## **ARTICLE 1      HEALTH AND SAFETY**

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- G 1.1    The Corporation shall make every reasonable provision for the safety and health of employees during the hours of their employment.
- G 1.2    The Union shall promote in every way possible the realization by employees of their individual responsibility to prevent accidents to themselves and fellow employees during hours of work.
- G 1.3    Employees shall observe and be bound by such rules and regulations relating to the safe performance of work as may be published by the Corporation from time to time.
- G 1.4    Employees shall conduct themselves in the performance of their duties and in the handling of Corporation equipment so as to minimize the possibility of injury to the public at large.
- G 1.5    In the interests of the safety and welfare of employees, the Corporation may require employees to submit to a complete medical examination at reasonable intervals at the Corporation's expense. Employees shall receive a copy of the medical report on request. If the report adversely affects, or may adversely affect their employment, they may, at their own expense, within 15 working days, have a competent physician of their own selection conduct an independent examination, and a copy of the physician's report shall be furnished to the Corporation.
- G 1.6    If, as a result of a medical examination, the Corporation deems it advisable and in the interests of an employee and the welfare of others, to transfer such employee to other duties, the employee may be so transferred, and thereafter shall be reclassified according to the new duties to be performed and shall be paid in accordance with the new classification.
- G 1.7    Employees are entitled to a safety footwear subsidy of 70% of the purchase price, up to a maximum of \$200 per fiscal year. Safety footwear must be approved as per Rule #314A in the Corporate Safety and Health Rules.

Employees may carry over any unused balance from the previous year's subsidy. The maximum allowable subsidy with a carry over is 70% of the purchase price of one pair of footwear, to a maximum of \$400 in a two year period.

During an employee's probationary period, the employee may purchase approved safety footwear for use on the job and pay for it by payroll deduction, and only upon completing the probationary period will receive a footwear subsidy.

## **ARTICLE 2      BENEFIT PLANS**

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- G 2.1 All employees who have completed their probationary period, with the exception of full-time students, will be enrolled in the Extended Health Benefits, Prescription Drug, Travel Coverage, Health Spending Account and Dental Plans (refer to Appendix C). The Corporation pays 100% of the costs for these Plans (subject to cost sharing of specific services).
- G 2.1.1 Employees and their eligible dependants will not be eligible for reimbursement if expenses are recoverable from any other source, for example, Pharmacare.
- G 2.1.2 Extended Health Benefits, Prescription Drug, Travel Coverage, Health Spending Account and Dental Plans coverage for various leaves of absence will be as outlined in Corporate Policy (refer to Appendix D).
- G 2.1.3 Once per year the Union will be provided with statistical and financial information on the performance of the Plans.
- G 2.1.4 No changes to the benefits provided under the Plans will be implemented without the concurrence of the Union.

## **ARTICLE 3      WORKERS' COMPENSATION**

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- G 3.1 When employees are unable to work due to an injury received in the performance of their duties with the Corporation and are in receipt of a workers compensation allowance, the Corporation shall pay to such employees an amount which, when combined with the compensation allowance, will ensure the maintenance of their regular wages at the time of injury less an amount equal to their normal income tax deduction. Such payments will be escalated based on the appropriate indexing formula contained in the Workers Compensation Act and shall be made without loss of employees' sick leave credits and shall cease once a workers compensation disability settlement is awarded.
- G 3.1.1 Payments as set out in Article G 3.1 will cease once a Workers Compensation disability settlement is awarded and employees will have their income established in accordance with the provisions of the Corporation's Long Term Disability Plan.
- G 3.2 When an employee suffers an injury which necessitates relocation, job retraining and/or job placement, the Corporation shall undertake to retrain the employee provided:

- a) the degree of retraining shall be governed by the capability of the employee being retrained, and
  - b) the employee is willing to accept a suitable alternative position, and
  - c) such a position is available within the Corporation.
- G 3.3 Employees being retrained as a result of having suffered an injury shall have their incomes established in accordance with the provision of the Corporation Long Term Disability Plan.
- G 3.4 Employees who refuse to retrain will be placed into any vacant position in which they are able to meet the requirements and their salaries will be established in accordance with the rate for that position.

#### **ARTICLE 4      LONG TERM DISABILITY INCOME PLAN**

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- G 4.1 The Corporation will continue to provide a Long Term Disability Income Plan for all eligible employees who have completed their probationary period and subsequently become disabled or injured and are unable to continue working (as defined in the plan text). The Plan will be administered and funded by the Corporation. The details of the Plan will be provided to the Union.
- G 4.2 Upon return to work following a Long Term Disability absence, an employee will be credited with Corporate service and union seniority equivalent to the duration of the Long Term Disability absence.