

above categories is reappointed so that the total length of continuous appointment is more than one year, the employee shall start receiving the benefits as though he/she was a long-term employee when he/she has completed one year's service, but this shall not be retroactive to the initial year of service. Short-term also refers to all Visiting Faculty appointments.

Spouse - either an employee's legally married spouse or a person with whom the employee has cohabited for twelve months in a common-law relationship and who is known in the community as the employee's spouse or partner. Only one spouse is eligible for benefit coverage under this Policy at any one time.

A. Health and Welfare Benefits

1. Accidental Death and/or Dismemberment Insurance

All employees are covered by this insurance until their normal retirement date.

SFU pays 100% of the premium for the principal amount of \$10,000. Employees may purchase additional coverage.

2. Basic Life Insurance and Optional Life Insurance

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25, 2021 and who was participating in the APP prior to November 25, 2021 may remain in the APP until the end date of their current appointment, or until the APP is wound up, whichever first occurs. Any appointment (or reappointment or renewal or extension) made under Policy A12.06 that commences on or after November 25, 2021 is not eligible to participate in the APP and is not eligible to participate in the BC College Pension Plan.

An individual appointed (or reappointed or renewed or extended) under Policy A12.12 prior to November 25, 2021, whose current appointment commenced prior to November 25, 2021 and who was participating in the APP prior to November 25, 2021 may remain in the APP until the end date of their current appointment, or until the APP is wound up, whichever first occurs. Any appointment (or reappointment or renewal or extension)

- b. limited term faculty, limited term librarians and limited term laboratory instructors and RLT employees:

Accumulated Service Period Entitlement

- i. Less than 3 months: 1 week at 100% salary
- ii. 3 months but less than 1 year: 4 weeks at 100% salary, then 12 weeks at 75% salary, then 10 weeks at 60% salary
- iii. 1 year but less than 5 years: 12 weeks at 100% salary, then 4 weeks at 75% salary, then 10 weeks at 60% salary
- iv. 5 years or more: 26 weeks at 100% salary

Sick leave does not extend beyond the expiry date of the employee's contract. 100% salary means the normal bi-weekly salary received by employee.

Short-term employees:

In the first three months of the appointment, 1 week at 100% salary; after three months, 4 weeks at 100% salary or to the end of the appointment, whichever is shorter.

Long Term Disability Insurance : This plan is designed to provide income insurance in combination with Canada Pension disability payments for continuing employees who are incapacitated, unable to work and fulfil the eligibility requirements set out in the master agreement between the University and the Plan carrier. Under this agreement, coverage ends at the normal retirement date. The combined plan provides 70% of the salary at the time the disability claim is established (with indexing based on the Consumer Price Index [Canada] to a maximum of 7% per annum). During the waiting period of six months, the sick leave policy provisions apply.

Details of remuneration for employees on continuing partial disability are outlined in A 31.03.

Long-term and RLT employees: The premium is paid 100% by SFU. For limited term and RLT employees the benefit extends only to the end of the term of the appointment.

21. Mortgage Interest Subsidy

New employees in a continuing position are eligible for a mortgage interest subsidy of \$3000 a year for five years. See A 21.07 (Mortgage Interest Subsidy) for details.

22. Relocation Expenses

Faculty, Laboratory Instructors and Librarians with an appointment of two years