

Annual Vacation Entitlements for BCGEU Employees:

| Vacation Year: | Workdays |
|-------------------------------------|-----------------|
| First to Second | 15 |
| Third | 16 |
| Fourth | 17 |
| Fifth | 19 |
| Sixth to Seventh | 20 |
| Eighth | 22 |
| Ninth | 23 |
| Tenth | 24 |
| Eleventh | 25 |
| Twelfth | 26 |
| Thirteenth to Fifteenth | 27 |
| Sixteenth to Eighteenth | 28 |
| Nineteenth | 29 |
| Twentieth | 31 |
| Twenty-first | 32 |
| Twenty-second | 33 |
| Twenty-third to Twenty-fourth | 34 |
| Twenty-fifth and thereafter | 35 |

Statutory Holidays:

New Year's Day
 Family Day
 Good Friday
 Easter Monday
 Queen's Birthday
 Canada Day
 Labour Day
 Thanksgiving Day
 Remembrance Day
 Christmas Day
 Boxing Day

Sick Leave:

- Up to six month continuous sick leave at 75% salary (may use vacation to “top up” to 100%)
- Long term disability coverage

Special Leave for:

- Maternity, Parental and Adoption Leave, with partial pay;
- Bereavement leave;
- Educational leave;
- Deferred salary leave;
- Medical/Dental appointments;
- Wedding of employee;
- Birth of employee’s child;
- Serious household or domestic emergency;
- Moving of household effects;
- Attend a funeral as a pall-bearer or mourner;
- Court appearance for hearing of employee’s child;
- Illness of parent or stepparent;
- Family illness;
- Jury duty;
- Extended child care leave;
- Compassionate care leave;
- Donor leave.

Benefits Overview:

- Life Insurance (3 times your annual salary);
- Optional spouse and dependent life insurance;
- Medical Services Plan – medical and hospital coverage for you and your family;
- Extended Health Plan – coverage for health care such as prescriptions, eyeglasses, prosthetics, chiropractor, acupuncture, massage therapy, etc.;
- Dental Care – Basic, major and orthodontic coverage.
- For more information – click here (link to Bargaining_Unit_Benefits.pdf)

Health and Well-Being:

- Short term counselling;
- Career support services;
- Family support services;
- Financial and legal support services;
- Healthy living services;
- Mental health services;
- Smoking cessation services;
- Substance use cessation services;
- Monthly lunch and learn sessions.

Life/Work Balance and Flexible Work Options:

You may consider telework, flexible working hours or modified work week options depending on the position you are in. These options are available with supervisor's prior permission, and depend on individual circumstances.

Pension:

- Employee contribution 7.63% of earnings;
- Employer contribution 8.63% of earnings;
- For more information on our pension plan click here [Home - Public Service](#)

Awards and Recognition:

- Employee Recognition Program – both formal and informal;
- Staff Appreciation – annual staff appreciation event; exhibit opening events; and access to the galleries for staff and families;
- Long Service Awards – yearly recognition of government-wide employees with 25 years, 30 years, and 35 years of service.

Education:

- Employment related training/courses;
- Career development programs;
- Master and PhD financial assistance program.