

Annual Vacation Entitlements for Excluded Employees

Vacation Year:	Workdays
First to Seventh	20
Eighth	22
Ninth	23
Tenth to 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%);
- Supplementary credit of 10.5 hours annually to be used to supplement the sick leave 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 Excluded_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.

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;
- Pacific Leader Scholarships.