

**CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 387  
SHORT TERM SICK LEAVE PLAN**

511 Royal Avenue  
New Westminster, B.C. V3L 1H9

April 11, 2018

Dear Member:

The Annual General Meeting of the Canadian Union of Public Employees Local 387 Short Term Sick Leave Plan will be held on:

**Thursday, April 26, 2018 at 5:15 p.m. at City Hall,  
in Boardroom B**

Business to be conducted will include:

- 1) Receipt of correspondence.
- 2) Nomination and Election of Trustees
- 3) General Business
- 4) Approval of Audit
- 5) Rebates
- 6) Recommended Bylaw Changes (See next pages)

## **SHORT TERM SICK LEAVE PLAN**

### **Proposed changes to by-laws 2018**

#### **A) Change to the Definitions Section. This currently reads:**

9. When a medical certificate is required after three (3) days sick leave, for clarification and fairness to all employees, three (3) days shall be defined as three regular shifts.

Suggested change:

9. When a medical certificate is required after **four (4)** days sick leave, for clarification and fairness to all employees, **four (4)** days shall be defined as **four** regular shifts.

#### **B) A. Membership. This currently reads:**

1. Eligibility

b) Each Regular Full Time and Regular Part Time employees shall be enrolled in the Plan effective the first day of the calendar month following the completion of One (1) month of continuous employment with the City.

Suggested change:

1. Eligibility

b) Each Regular Full Time and Regular Part Time **employee** shall be enrolled in the Plan effective the first day of the calendar month following the completion of One (1) month of continuous employment with the City.

#### **C) A. Membership. This currently reads:**

1. Eligibility

c) A Regular Full Time employee who returns to work after a lay off of 180 days (6 months) or less will be reinstated in the Plan immediately.

Suggested change:

c) A Regular Full Time employee who returns to work after a **layoff** of 180 days (6 months) or less will be reinstated in the Plan immediately.

#### **D) A. Membership. This currently reads:**

1. Eligibility

d) A qualifying Regular Time employee who returns to work after a lay off of 30 days (1 month) or less will be reinstated in the Plan immediately.

Suggested change:

d) A qualifying Regular Time employee who returns to work after a **layoff** of 30 days (1 month) or less will be reinstated in the Plan immediately.

**E) C. Sickness. This currently reads:**

1. Definition

d) Occupational Injuries

No member shall be entitled to sick benefits for any disability suffered while engaged in any occupation or employment other than for the City or for a bodily injury or sickness covered by any Workers' Compensation or other form of statutory compensation. For the purpose of this section "Occupation of Employment" shall be recognized by the Workers' Compensation Act.

Suggested change:

d) No member shall be entitled to sick benefits for any disability suffered while engaged in any occupation or employment other than for the City or for a bodily injury or sickness covered by **WorkSafe BC** or other form of statutory compensation. For the purpose of this section "Occupation of Employment" shall be recognized by **WorkSafe BC**.

**F) C Sickness. This currently reads:**

d) For injuries and sickness covered by Workers' Compensation, a member shall be compensated pursuant to Article 9.11 of the collective agreement between the City of New of Westminster and CUPE Local 387.

Suggested change:

d) For injuries and sickness covered by **Worksafe BC. . . . . The rest of this sentence will remain the same or be changed depending upon what the Article in the current collective bargaining agreement says or which Article now applies.**

**G) D. Sick Benefits. This currently reads:**

1. Sickness benefits Claims and Appeal Procedures.

d) Where the Trustees of the Plan approve a member's claim for sickness benefits the Trustee designate shall authorize payment of the benefits according to the Rules and Regulations and Bylaw of the Plan.

Suggested change:

d) Where the Trustees of the Plan approve a member's claim for sickness benefits the Trustee designate shall authorize payment of the benefits according to the Rules and Regulations and **Bylaws** of the Plan.

**H) F. Trustees. This currently reads:**

## 2. Elections

d) Upon election of the Trustees by the membership of the Plan at the Annual General Meeting, the Trustees shall elect a President, Vice-President, Secretary, Record Keeper and Treasurer from the elected Trustees.

Suggested change:

d) Upon election of the Trustees by the membership of the Plan at the Annual General Meeting, the Trustees shall elect a President, Vice-President, Secretary, Record Keeper and Treasurer from the elected Trustees **at the next executive meeting.**

**I) F. Trustees. This currently reads:**

## 5. Duties of the treasurer

The Treasurer shall have the care and custody of all monies of the Plan, whether as membership fees or otherwise, shall deposit the same in the New Westminster Civic Employees Credit Union as designated by the Trustees and shall disburse the same on the order of the Trustees. All cheques to be signed by the Treasurer with either the President or Vice-President, or persons appointed by the Trustees. He/she shall keep account of all monies received and when required he/she shall submit an audited report of all the accounts and financial conditions of the Plan and of all monies received and disbursed by him/her at each Annual General Meeting of the Plan.

Suggested change:

## 5. Duties of the treasurer

The Treasurer shall have the care and custody of all monies of the Plan, whether as membership fees or otherwise, shall deposit the same into the **Financial Institution we are currently using** as designated by the Trustees and shall disburse the same on the order of the Trustees. All cheques to be signed by the Treasurer with either the President or Vice-President, or persons appointed by the Trustees. He/she shall keep account of all monies received and when required he/she shall submit an audited report of all the accounts and financial conditions of the Plan and of all monies received and disbursed by him/her at each Annual General Meeting of the Plan.

**J) F. Trustees. This currently reads:**

10. **The quorum** necessary for the transaction of the business of the Trustees shall be Fifty percent (50%) plus One (1) of the Committee.

Suggested change:

10. **The quorum** necessary for the transaction of the business of the **Committee** shall be Fifty percent (50%) plus One (1) of the **Trustees**.