



REPORT

To: Chair and Directors

Report Number: ADM-BRD-015

From: Kori Elden, Executive Assistant/HR Generalist

Date: April 28, 2020

Subject: Exempt Staff WorkSafeBC and WI/LTD Benefits Policy

RECOMMENDATION: [Corporate Unweighted]

That the Regional Board adopt the Exempt Staff WorkSafeBC and WI/LTD Benefits Policy, which authorizes termination of exempt staff benefits in the event of a WorkSafeBC or Weekly Indemnity/Long Term Disability claim in excess of two years away from work.

BACKGROUND/RATIONALE:

The PRRD does not currently have a policy to guide the administration of benefits for exempt staff members who receive benefits coverage during a WorkSafe BC or WI/LTD claim, specifically for those staff members who ultimately do not return to work at the end of the claim period. In line with the PRRD's Strategic Plan to identify and fill gaps in policy, a policy has been drafted to formalize the PRRD's internal procedure to terminate benefits should an exempt staff member be unable to return to work permanently. The attached policy was vetted by the PRRD's legal counsel.

ALTERNATIVE OPTIONS:

1. That the Regional Board provide further direction.

STRATEGIC PLAN RELEVANCE:

- ☒ Organizational Effectiveness
- ☒ Comprehensive Policy Review

FINANCIAL CONSIDERATION(S):

None at this time.

COMMUNICATIONS CONSIDERATION(S):

If approved, the Policy will be distributed to staff through internal methods of communication.

OTHER CONSIDERATION(S):

None at this time.

Attachments:

1. Exempt Staff WorkSafeBC, WI and LTD Benefits Policy