

**EXEMPT STAFF WORKSAFEBC AND WI/LTD BENEFITS**

Department	Administration	Policy No.	
Section	Human Resources	Date Approved by Board	
Repeals		Board Resolution #	

Amended		Board Resolution #	
Amended		Board Resolution #	
Amended		Board Resolution #	

Repealed		Board Resolution #	
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1. Purpose

- 1.1 The purpose of the Exempt Staff WorkSafeBC and WI/LTD (weekly indemnity / long-term disability) Benefits Policy is to establish clear guidelines for exempt (non-unionized) staff receiving benefits while 100% away from work on a WorkSafeBC or WI/LTD claim.

2. Scope

- 1.2 This Statement of Policy applies to all exempt staff of the Peace River Regional District (PRRD) that are receiving benefits while on a WorkSafeBC or WI/LTD claim.

3. Definitions

- 3.1 None.

4. Policy

- 4.1 All PRRD exempt staff who are 100% away from work on an approved WorkSafeBC or WI/LTD leave shall be entitled to all benefits extended to them upon their hire, available via the contract(s) between the PRRD and the benefit provider(s) (i.e. MSP, dental plan, extended health benefits, life insurance and AD & D), for a two (2) year period starting on the first day of the approved WorkSafe BC claim or the first day of receiving benefits under the WI/LTD program.
- 4.2 At the conclusion of the two-year period, the PRRD shall terminate the employee's benefits, unless there is a determination that the employee is returning to work or participating in a Return to Work Program approved and signed off on by both the benefits provider and the PRRD.

Affiliated Procedures	
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Disclaimer: Federal and Provincial Acts, Legislation and Law supersede this policy.