<table>
<thead>
<tr>
<th>BENEFIT</th>
<th>EFFECTIVE DATE</th>
<th>COST</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Employee Share</td>
<td>Employer Share</td>
</tr>
<tr>
<td>1. Medical Services Plan of British Columbia (MSP)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Residents:</td>
<td>First day of the month coincident with or following appointment</td>
<td>60%</td>
<td>40%</td>
</tr>
<tr>
<td>New Residents:</td>
<td>First day of the 3rd month following date of arrival in British Columbia</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Extended Health Care Plan (Pacific Blue Cross [PBC])</td>
<td>First day of the month coincident with or following appointment, or on the date MSP commences</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>80% co-insurance, $300 vision (Paramedical visit fees apply) Please refer to CaresNet for details: (pac.bluecross.ca/caresnet)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Dental Care Plan (PBC)</td>
<td>First day of the month following a full 3 month waiting period</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>90% Basic, 70% Major, 85% Ortho Please refer to CaresNet for details: (pac.bluecross.ca/caresnet)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Basic Life Insurance (Manulife)</td>
<td>Immediately. Appointment must be more than 25%.</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>2 x annual salary to next $1,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Optional Life Insurance (Manulife)</td>
<td>Date application approval received</td>
<td>100%</td>
<td>0%</td>
</tr>
<tr>
<td>Units $25,000; Spouse &amp; dependent insurance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Accidental Death &amp; Dismemberment Insurance (Industrial Alliance) - $10,000</td>
<td>Immediately</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>7. Optional Accidental Death &amp; Dismemberment Insurance (Industrial Alliance) Units of $10,000; Employee &amp; Family</td>
<td>First day of month following receipt of application</td>
<td>100%</td>
<td>0%</td>
</tr>
</tbody>
</table>

For further details, please refer to: [http://www.sfu.ca/human-resources/faculty/benefits/long-term-faculty.html](http://www.sfu.ca/human-resources/faculty/benefits/long-term-faculty.html)  
[https://www.sfu.ca/faculty-relations/collectiveagreement.html](https://www.sfu.ca/faculty-relations/collectiveagreement.html)
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<tbody>
<tr>
<td>8. Business Travel Protection (Industrial Alliance) $150,000</td>
<td>Immediately. Article 43</td>
<td>0%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>9. Sick Leave</td>
<td>Immediately. Article 44</td>
<td>0%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>10. Long Term Disability Insurance (Manulife) - 70% of normal salary</td>
<td>Immediately. Appointment must be more than 25%. Article 44</td>
<td>0%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>11. Academic Pension Plan</td>
<td>Immediately. Article 43</td>
<td>0%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>12. Group RRSP/TFSA (Sun Life)</td>
<td>Upon application</td>
<td>100%</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>13. Group Insurance for Homeowners, Tenants &amp; Condominium owners (TD Insurance)</td>
<td>Upon application</td>
<td>100%</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>14. Tuition reimbursement for job related, off-campus courses</td>
<td>Article 43</td>
<td>0%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>15. Tuition Waiver</td>
<td>Article 43</td>
<td>0%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>16. Workers’ Compensation</td>
<td>Immediately</td>
<td>0%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>17. Annual Vacation</td>
<td>One month. Article 43</td>
<td>0%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>18. Gym Membership</td>
<td>Upon application</td>
<td>0%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>19. Leave for New Parents</td>
<td>Article 47</td>
<td>0%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>20. Employee &amp; Family Assistance Program (Homewood Health)</td>
<td>Immediately</td>
<td>0%</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>

Updated January 2017