### SFU Employee Benefit Plans

**FOR ALL Internal Postdoctoral Fellows employed by SFU for minimum 1 year appointment**

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<th>BENEFIT</th>
<th>EFFECTIVE DATE</th>
<th>COST</th>
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| Extended Health Care Plan ("EHB") (Pacific Blue Cross ("PBC"))          | Residents:  
- First day of the month coincident with or following appointment start date, provided you have submitted your application to Human Resources and have an active appointment  
New Residents:  
- First day of the 3rd month following date of arrival in British Columbia.  
The three (3) month waiting period consists of the balance of the month of arrival in BC plus two full calendar months.  
- **Canadian Citizen** must provide a copy of birth certificate or Canadian Citizenship card for themselves and each dependent.  
- **Landed Immigrant** must provide copy of front & back of Permanent Residence Card  
- **Temporary Document Holders** must provide copies of Work or Study Visa for themselves and each dependent.  
**Note: Effective date will only be back dated to the beginning of the month in which the application form is received in Human Resources, provided you have an active appointment and satisfy eligibility requirements.**  
Must be enrolled in MSP or other provincial health plan to be eligible for EHB. | **Employee Share** 0%  
**Employer Share** 100%                                                                                     |
| Dental Care Plan (PBC)                                                | First day of the month following a full three (3) month waiting period. Must work minimum 50% FTE hours (35 hours or more bi-weekly)                                                                 | **Employee Share** 0%  
**Employer Share** 100%                                                                                     |
| Maternity / Parental Leave – Salary Top-up 17 weeks combined maximum  | Must be employed at least thirteen (13) weeks prior to taking leave and must actively return to work for at least one (1) month.                                                                           | **Employee Share** 0%  
**Difference between E.I. and 95% of salary**                                                                    |

For further details, please refer to: [https://www.sfu.ca/human-resources/other.html](https://www.sfu.ca/human-resources/other.html)

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