

## Eligibility for BC Public Service Employee Benefits

The following table outlines which benefits are given to each designated employee group:-

Employee Benefit	Regular (Bargaining unit employees)	Regular (Excluded employees)	Auxiliary Completed 1827 hours worked in 33 pay periods	Auxiliary Worked 3 consecutive years without loss of seniority and maintained 1200 hours worked within the previous 26 pay periods	Auxiliary Worked less than 1827 hours; non-benefited employee
Medical Services Plan	X Eligible to apply immediately. Coverage begins the 1st of the month following regular status or upon application, whichever is later.	X Eligible to apply immediately. Coverage begins the 1st of the month following regular status or upon application, whichever is later.	X Eligible to apply after reaching required hours. Coverage begins the 1st of the month following reaching the required hours or upon application, whichever is later.	X Eligible to apply after reaching required hours. Coverage begins the 1st of the month following reaching the required hours or upon application, whichever is later.	N/A
Extended Health and Dental	X Eligible to apply immediately. Coverage begins on the first day of the month after you complete six full calendar months of regular employment and register in the benefit plan or upon application, whichever is later.	X Eligible to apply immediately. <b>Effective Jan 1, 2008</b> - Coverage begins on the first day of the month following regular status or upon application, whichever is later.	X Eligible to apply after reaching required hours. Coverage begins the 1st of the month following reaching the required hours or upon application, whichever is later.	X Eligible to apply after reaching required hours. Coverage begins the 1st of the month following reaching the required hours or upon application, whichever is later.	N/A
Weekly Indemnity Plan	N/A	N/A	N/A	N/A	X
Short Term Illness and Injury	X	X	X	N/A	N/A
Long Term Disability	X	X	N/A	N/A	N/A
Employment Insurance	X	X	X	X	X
Workers' Compensation	X	X	X	X	X
Group Life Insurance	X Starts immediately	X Starts immediately	X Starts immediately upon reaching required hours.	X Starts immediately upon reaching required hours.	N/A
Optional Spouse and Dependent Coverage	X Eligible to apply immediately. There is a 90 day	X Eligible to apply immediately. There is a 90 day	X Eligible to apply after reaching required hours.	X Eligible to apply after reaching required hours.	N/A

	window of eligibility from regular employment start date or when you acquired first dependent.	window of eligibility from regular employment start date or when you acquired first dependent.	There is a 90 day window of eligibility from reaching the required hours or when you acquired first dependent.	There is a 90 day window of eligibility from reaching the required hours or when you acquired first dependent.	
Group Aviation Insurance	X	X	X	X	X
Retirement Allowance	X Employees who have completed 20 years of service with the BC government and who under the provisions of the Public Service Pension Plan Rules, are entitled to receive a pension benefit on retirement	X Employees who have completed 20 years of service with the BC government and who under the provisions of the Public Service Pension Plan Rules, are entitled to receive a pension benefit on retirement	N/A	N/A	N/A
Canada Pension Plan	X	X	X	X	X
Public Service Pension	X	X	X ½ year's maximum pensionable earnings (mandatory) or 2 years continuous service (optional)	X ½ year's maximum pensionable earnings (mandatory) or 2 years continuous service (optional)	X ½ year's maximum pensionable earnings (mandatory) or 2 years continuous service (optional)
Employee and Family Assistance Program	X	X	X	X	N/A
Deferred Salary Leave Program	X Eligible to apply following two years of regular employment.	X Eligible to apply following two years of regular employment.	N/A	N/A	N/A
Payroll Savings Program	X	X	X	X	X
Registered Retirement Savings Plan (RRSP)	X	X	X	X	X