



Benefits for Regular Employees at CCHS

CCHS's compensation package offers peace of mind for you and your family. We offer many flexible work arrangements, generous leave benefits, and an excellent health care plan. We are an organization that understands that employees have commitments at work and in their personal lives.

Insurance benefits

Our excellent insurance benefits are provided to help maintain good health and provide for financial assistance in the event of poor health or death.

Examples of provided benefits include:

- Dental (includes orthodontic)
- Major Medical (Health Care and Hospital) includes
 - Vision
 - Prescription drugs
 - Massage therapy, Physiotherapy, Chiropractic care
 - Counselling with Psychologists and Social Workers
 - Other professional services
- Life Insurance (Employee and Dependent)
- Long-term Disability
- Accident Death and Dismemberment (ADD)
- Employee Assistance Plan (EAP) (includes counselling for a variety of situations)

Claims are covered at 100% of usual and customary service charges for most services, up to a yearly maximum.

Eligibility:

- Group insurance benefits are provided to all regular employees working 17.5 hours per week (0.5 FTE) or more after three (3) months of employment.

Costs:

- CCHS (the employer) pays 100% of the ADD and EAP costs, and 80% of the health and dental plan costs.
- The employee pays 100% of the Life and LTD insurance costs and 20% of the health and dental costs.

Retirement Savings Plan

- Employees starting work October 1, 2008 or later will be enrolled in [HOOPP](#).
- CCHS currently sponsors a group RRSP through Great-West Life Financial Services and contributes 6% of earnings to eligible employees on a monthly basis, provided the employee contributes at least 1% of earnings each pay period.

Paid leave:

CCHS offers the following paid leave benefits:

Name of leave	Notes	Number of days per year (pro-rated for part-time positions)
Sick leave	Personal illness or medical appointments	15 days per year
Vacation	Up to 10 years employment	20 days per year
	After 10 years employment	25 days per year
	After 15 years employment	30 days per year
Designated holidays	9 Ontario provincial holidays + August civic holiday	Paid provincially mandated public holiday pay for the day
Floating holidays		2 days per year
Special leave	For medical or other appointments or emergencies for the employee or employee's family	5 days per year
Professional Development	For work-related training or development	10 days per year

Other types of paid leave include those mandated by law, such as pregnancy and parental leave, and compassionate care leave.