



TO ALL LOCAL 416 OUTSIDE DIVISION MEMBERS RE: NEW ILL & INJURY PLAN (SICK LEAVE)



“FREQUENTLY ASKED QUESTIONS”



Do I have to go on the new “IIP Plan?”

No. Every TCEU Local 416 member hired prior to the strike (June 22, 2009, 12:01 am) will be able to choose between staying on his/her current accumulated sick leave plan or going on the “NEW IIP PLAN.” All new employees hired after June 22, 2009, will be automatically be enrolled in the IIP Plan.

If I choose to go on the new IIP Plan, will I lose the days that I have already accumulated?

No. If you choose to go on the new IIP Plan and you have sick days in your bank, you may either “freeze” your sick days or opt for a “pay-out” based on the formula agreed to at bargaining. (See below for further information).

Do any members of Local 416 have to go on the new IIP Plan?

Yes. Local 416 members who used to work in York & Etobicoke who were in a Short Term Disability plan before the strike will automatically be enrolled in the new IIP as of January 2010. All former York & Etobicoke members will be entitled to the \$700.00 pay-out for switching over to the new plan.

If I choose to go on the new IIP Plan and do not have any sick days in my bank, do I receive a payout?

Yes. Any member choosing to go to the new IIP Plan will be automatically entitled to a minimum pay-out of \$700.00 as of February 2010.

I have days in my sick bank now. What is my pay out gratuity under the current sick leave plan when I retire or leave my employment with the City?

Based on your years of service, you will get a sick pay gratuity of 50% of your sick bank up to a maximum of 6 months. (See Article 15-Sick Pay Gratuity in the current Collective Agreement.) There are some exceptions to the above. For instance, former East York and City of Toronto members who were grandparented in 1999 are still eligible to be paid out day for day

up to a maximum of 6 months.

How much will my buyout be if I choose to switch to the new IIP Plan?

Your payout, if you switch to the new IIP Plan is based on what you would be entitled to under the old Sick Leave Gratuity multiplied by your current daily pay multiplied by 2.75% times your years of service.

SLP Gratuity X Daily Pay X (a percentage equal to years of service X 2.75%) = Payout

YEARS OF SERVICE (A)	CURRENT SLP PAYOUT FORMULA* (B)	SPECIAL PAYOUT (C)
At Least 25 years	50% of Bank to Maximum of 6 months	Current SLP payout formula x (2.75% for each year of service)
At Least 20 years and Less than 25 years	50% of Bank to Maximum of 5 months	Current SLP payout formula x (2.75% for each year of service)
At Least 15 years and Less than 20 years	50% of Bank to Maximum of 4 months	Current SLP payout formula x (2.75% for each year of service)
At Least 10 years and Less than 15 years	50% of Bank to Maximum of 3 months	Current SLP payout formula x (2.75% for each year of service)
Less than 10 years	Zero	For the purpose of this Special Payout Only -- [50% of Bank to Maximum of 3 months] X (2.75% for each year of service)

the City and 180 days in her sick bank.

From the table, she gets 50% of her bank to a maximum of 5 months =90 days.

The next step is 2.75% X 22=60.5%.

In accordance with Article 15 of the Collective Agreement, Mary would be entitled to 90 days at 60.5% of her gross pay.

If her daily pay is \$200.00, her payout will be 90 days X \$200.00 X 60.5%, which equals \$10,890.00

Mary: 90 days X \$200.00 X (2.75 X22) = \$10890.00

**The exceptions are in the Letters of Agreement in Article 15, which identify which employees will receive 100%.*

How much sick time will I be eligible for if I go on the new IIP Plan?

If you are permanent, you will have 1040 hours placed into your new IIP Plan at the beginning of every year. There are exceptions if you are on sick leave or unauthorized leave on January 1st, in which case there is an 80 hour waiting period.

If you are temporary and choose to go on the new IIP Plan, you will be provided a number of hours based on how many hours you were paid for in the previous year (including overtime hours). A simple calculation is used to multiply the number of

hours by 0.5 (or divide them in half).

For example, if you worked 1040 hours last calendar year, then your IIP hours will be based on the calendar year in which you most recently worked. In this case, the employee would be entitled to 520 IIP hours.

How much will I be paid if I become ill or injured?

That depends on how many years of service you have, and how long you are sick. (See the chart below).

If you are **permanent with more than 10 years of service**, you are paid 100% of your regular pay from the first day of illness based on the table below.

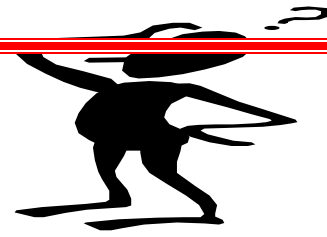
If you are **permanent and have less than 10 years of service**, see the following example:

If you have 4 years of service, you will be paid 100% of your first 320 hours (40 days) that you are sick in one year. If you are sick for a period of more than 320 hours (40 days) you will be paid the remaining hours (up to 90 days) at 75% of your regular pay.

IIP HOURS CHART					
Completed Years of Service *	Maximum Number of IIP Hours per calendar year at 100% of HR **		Maximum Number of IIP Hours per calendar year at 75% of HR **		
	A	B	C	D	E
	PERM	TEMP (%)	PERM	TEMP (%)	
Less than 6 months (<1,040)	0	0	0	0	
6 months to less than 1 year (1,040 - <2,080)	80	8%	960	92%	
1 year to less than 2 years (2,080 - <4,160)	120	12%	920	88%	
2 years to less than 3 years (4,160 - <6,240)	160	16%	880	84%	
3 years to less than 4 years (6,240 - <8,320)	240	24%	800	76%	
4 years to less than 5 years (8,320 - <10,400)	320	31%	720	69%	
5 years to less than 6 years (10,400 - <12,480)	400	39%	640	61%	
6 years to less than 7 years (12,480 - <14,560)	480	47%	560	53%	
7 years to less than 8 years (14,560 - <16,640)	640	62%	400	38%	
8 years to less than 9 years (16,640 - <18,720)	800	77%	240	23%	
9 years to less than 10 years (18,720 - <20,800)	960	93%	80	7%	
10 years or more (>= 20,800)	1040	100%	0	0	

If you are **temporary with more than 10 years of service**, you are paid from the first day of illness, based on the following steps:

1. Determine how many hours you have (multiply the number of hours by 0.5 (or divide them in half) based on your previous year.
2. Find where you fit on the chart above based on your years of service to figure out the percentage of hours you would be paid at 100% or at 75%.



New Employees

Example: John, a new employee, worked 1040 hours in 2008, so he has 520 IIP hours (1050 X .50=520). John is entitled to 8% of 520 hours for 2009. John would get 8% of 520 IIP hours, which would equal 62 IIP hours put in his bank for 2009 since he only has 6 months service with the City.

**** Important Note for those members that are or have been temporary****

1. Service is not the same as seniority. With the exception of the former City of Toronto, members did not receive service while on layoff. Since 2001, our collective agreement has not recognized service for periods of layoff, unauthorized leaves and some periods of leaves of absences with pay. Therefore, your service will likely be less than your seniority.
2. Local 416 negotiated a provision for members that are or have been temporary and were hired prior to July 2, 2008 and have ten years or more seniority. It allows the Benefits Advisory Committee to place members on the chart based on their seniority, rather than their service. This will allow these members to be paid at 100% of salary for a longer period of time.

Will be getting more information before we need to decide?

Yes. The Union and the City will be putting together information packages for members so that everyone can make an informed decision that is best for them.

When do I have to notify the City if I want to transfer to the new IIP Plan?

You will receive more information and forms before you have to decide. You will have one month, from October 18, 2009 to November 18, 2009 to decided if you want to stay on the current accumulating sick leave plan or switch to the new IIP. The new plan will come into effect as of January 1, 2010.

Will I be able to utilize the six (6) ill dependent days if I go to the new IIP Plan?

Yes. You will keep the six (6) ill dependent days, and in addition, the former York and Etobicoke members will now receive six (6) ill dependent days each year and will no longer have incidental days.

