
Subject: Staffing Assistance Program – Employee Benefits

Effective: November 13, 1997

Revisions:

1.0 Purpose

To guarantee employees hired under this program a minimum standard of employment.

2.0 Application

The policy applies to all employers receiving funding under the Full-time Staffing Assistance Program.

3.0 Definitions

The Blue Cross Benefits Package available to Staffing Assistance Program employers/employees is administered by Sport New Brunswick and includes:

- Basic Life
- Long Term Disability
- Supplemental Life
- Dependent Life
- Health and Travel
- Dental
- Voluntary Accidental Death and Dismemberment

4.0 Legal Authority

The Sport Development Trust Fund Act

5.0 Goals / Principles

1. To ensure that Staffing Assistance Program employees are guaranteed a minimum standard of employment.
2. To maintain the maximum mandated contribution of employers towards the employee benefits package to approximately 2.5% of gross salary.
3. Employers and employees should have the flexibility to agree to a benefits package that meets their needs, within the boundaries of the program.

6.0 Requirements / Standards

- 6.1 An Association shall provide access to this package unless they can provide their employee with a similar or superior benefits package.
- 6.2 Staffing Assistance Program employees can opt out of the program.
- 6.3 Staffing Assistance Program employees that take advantage of the program must take Long Term Disability and Basic Life Insurance.
- 6.4 The employee shall pay 100% of the Long Term Disability premium.
- 6.5 The employer shall be responsible for paying 100% of the full Basic Life premium.
- 6.6 The employer shall pay at least 75% of the premium for Health and Travel benefits with the employee paying the remainder.
- 6.7 The employer shall pay at least 50% of the premium for Dental benefits with the employee paying the remainder.

7.0 Guidelines / Recommendations

The employer-employee contributions toward the premiums of the following benefits shall be a negotiable item between the two parties.

- Supplemental Life
- Dependent Life
- Voluntary Accidental Death and Dismemberment

Employers and employees are encouraged to seek out and negotiate other benefits such as RRSP contributions, flexible work schedules, vacation credits, hours of work and educational opportunities in an effort to maximize employer/employee satisfaction

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