

This policy applies to both unionized and non-unionized employees.

An employee will lose his/her seniority (if unionized) and employment status in the event that s/he is absent from work for 30 months* due to illness, accident or disability.

Service Award

Eligibility for payment of service award for employees of at least 10 years continuous service will be determined according to the appropriate Collective Agreement or in the case of a non-unionized employee, according to the existing practice. If such 10-year employee is ineligible pursuant to a Collective Agreement, consideration will be given to an *ex gratia* award.

Continuation of Blue Cross Coverage

Employees who are in receipt of Long Term Disability benefits will be eligible to continue Blue Cross coverage on the same basis as for a retired employee. The full cost of the premium is the responsibility of the employee. Employees must provide posted-dated cheques to the Payroll Manager.

If LTD benefits are discontinued, Blue Cross coverage will also be discontinued unless the individual is otherwise eligible for continued coverage, e.g. on a retirement basis.

Tuition Waiver

Eligibility for tuition waiver benefit will continue for a maximum period of three (3) years from the time of change in employment status and will apply only to qualifying dependent(s) who attend a Cape Breton University program during that period. Should the three (3) year period expire part way through a term, tuition waiver will apply for that full term.

For example, if the change in employment status is 20 October 2005, a dependent who attends Cape Breton University for the Fall term 2005 is eligible for the tuition waiver until the end of the Fall term, which is December 2005.

*For employees whose Collective Agreement or employment contract indicates a different time period, the terms of that Collective Agreement or employment contract will apply.