

LDC Info Update

from

I.B.E.W. Local 2067

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Sick Leave Legislation – Progress Report

The Business Office is still in the process of working with LDC on an agreement regarding how the new legislation and regulations regarding medical leave for federally regulated private sector workers will be implemented.

Below is a list of questions that have been brought forward and some answers.

Q: How close are we to having this completed?

A: We hope to have something finalized in the next couple of weeks.

Q: Are the members consulted prior to this being signed off and completed?

A: As this is not a renegotiation of Article 13.1 (viii) but just an agreement to blend the already bargained and agreed upon sick leave with Canada Labour Code (CLC) s. 239, and to ensure that it is compliant with the CLC, the Letter of Agreement will not be going to the membership prior to signing.

Q: If I have used 48 hours of sick time already this year, do I have any more available to me?

A: If you are regularly scheduled for 12 hour shifts and you have already used 48hrs (4 days) prior to March 1st, as per CLC s. 239, you will acquire one more day of Medical Leave on March 1st. If you are regularly scheduled for 8 hour shifts and have already used 48 hrs (6 days), as per CLC s. 239, you will acquire one more day on May 1st.

Q: How does the payout work at the end of the year?

A: As per Article 13.1 (viii), there will be some form of payout, however, the details have not yet been finalized.

Q: What constitutes a day? Is it the same for all departments?

A: CLC s. 166 defines day as *“any period of twenty-four consecutive hours”*. So, if you are scheduled for 12 hours, you get 12 hours/day. If you are scheduled for 8 hours, you get 8 hours/day.

Q: How will the use of a partial day work?

A: It is the intent of the Business Office to come to an agreement with some form of partial day usage, however, CLC s. 239(1.5) states that *“The employer may require that*

each period of leave be of not less than one day's duration". This is one of the details that is still to be worked out.

Q: Are these days earned monthly or are we credited with all 10 days at the beginning of the year?

A: At present you were credited with 48 hrs (4 days for 12 hour shifts and 6 days for 8 hr shifts) of sick leave on January 1st and you will earn 1 day per month starting on March 1st if you work 12-hour shifts and May 1st if you work 8-hour shifts. This will be to a maximum of 10 days. The details are still being worked on for how sick/medical Leave will be earned and credited going forward from January 1st, 2024.

As you can see there are still details to be worked out, but please be assured that when the details are worked out, and a Letter of Agreement is signed, members will not lose any benefit that was previously bargained.

In solidarity,

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