



“DID YOU KNOW?”

Vol. 1 Issue 1

SICK DAYS

Did you know; that members can only use up to 60 days of their sick leave per illness?

In a recent arbitration decision the arbitrator ruled that after being denied LTD we cannot access our remaining sick bank.

So how does this work?

- Member gets sick and has 200 sick days in personal bank,
- After 60 days we must apply for LTD,
- If LTD is approved member will remain on LTD until able to RTW,
- If **denied** LTD he/she are not able to access their remaining 140 sick days in their bank.
- They; can appeal the LTD decision, come back to work, take other leave in our collective agreement if approved by employer

Please note that if a member returns from LTD or sick leave, the above process will start again if they become sick or have an illness.

Also note:

- If a member doesn't have 60 days in their own sick leave bank they can access the COPE491/CUPE Sick Leave Bank to get them to the 60 day threshold for LTD application.

Any questions please contact your RVP or Table Officer

In Solidarity,

Executive
COPE491
Canadian Office and Professional Employees Union

