Section: 709-C
Conditions of Employment
Appendix C
Last Revised: October 2013
Last Reviewed: October 2013
Next Review:

Government of Saskatchewan

The following illustrates adjusted benefits of the Reduced Hours of Work Arrangements Plan for all **participating out-of-scope employees.**

1.**Vacation Leave** will be earned on a pro rata basis and taken on the basis of scheduled hours not worked [e.g., employees eligible for 3 weeks (120 hours) vacation working50% of work hours for 12 months would receive 60 hours paid vacation leave].

2.Eligible employees will earn SDOs on a pro-rata basis.

3.**Sick Leave** will be earned on a pro-rata basis and taken on the basis of scheduled time not worked (e.g., employees working 50% of work hours for 12 months would earn 60hours sick leave).

4.**In-Range Salary Adjustment** – all out-of-scope employees will be eligible for in-range adjustment annually.

5.**Performance Reviews** will continue to be undertaken annually.

6.**Designated Holidays** are included in the monthly salary that is pro-rated based on the percentage of time worked. The calculation for the total hours to be worked in the month is reduced by the hours of Designated Holiday(s) in the month (Appendix C).

Benefit Plans
A. **Pension**
1. Public Employees Pension Plan (PEPP) – Pro rata contributions (i.e., contributions are based on prorated salary).
2. Public Service Superannuation Plan (PSSP) – Contributions are based on prorated salary. In considering this option, employees are cautioned to explore impact on their pension.

B. **Disability Income Plan**
Coverage is based on the full-time salary/salary rate in effect prior to commencement of reduced hours of work arrangement (subject to any increases in salary) for a maximum of three consecutive years. After a three year period, coverage is pro-rated based on the percentage of time worked.

C. **Group Life**
Employees can choose to maintain coverage on 100% of their salary or pro-rata coverage based on the reduced hours of work schedule.

D. **Dental**
Provided at 100%

E. **Extended Health**
Provided at 100%