

**Leamington Mennonite Home  
Long Term Care & Retirement Residence**

**POLICY AND PROCEDURE**

<b>CATEGORY:</b> Personnel	<b>SUBJECT:</b> Benefits	<b>SECTION:</b> B <b>POLICY:</b> 1
<b>DATE:</b> September 2004	<b>Administrator's Signature:</b> _____	
<b>REVISION DATES:</b> January 2006, September 2009, December 2012, June 2018		

**BENEFITS**

**POLICY:**

Leamington Mennonite Home provides Extended Health and Welfare Benefits, or benefits in lieu for staff.

**PROCEDURE:**

For Full Time Staff:

- The Home will pay 100% of the premium for the following benefits:
  - OHIP
  - Green Shield Drug Plan D (\$2.00 co pay)
  - Green Shield Dental Plan 30, ODA Fee Schedule one-year lag
  - HOOGLIP – Life Insurance (2 x earnings)
  - Vision Plan - \$300 for one set of corrective lenses/one new eye glass frame every 24 months for medically necessary prescription eyeglasses and/or contact lenses provided they are dispensed by an Optometrist, an Optician, or an Ophthalmologist. Payment for eye examination is included in this benefit.
  - HOODIP – Long Term Disability Plan J
  - Out of Province Plan OB – or as amended by contractual agreement with the staff/bargaining unit.
- Part-time non-registered staff shall receive seventy (70¢) cents per hour in lieu of health and welfare benefits.
- \*\*Effective September 8, 2018 this in lieu of benefits increases to seventy-five (75¢) cents per hour.
- All Full-time employees after 6 months of service must enrol in HOOPP (Hospitals of Ontario Pension Plan). P.T. may join dependent upon eligibility for enrolment.

Staff required to wear a uniform, shall receive a uniform allowance, paid as follows:

- Full Time - \$130.00 per year
- Part Time - \$100.00 per year

Shift Premium is paid to all employees

- .45/hr. for all hours worked between 2pm and 6am Monday – Friday
- .70/hr. on all weekend hours for all hours worked on Friday night shifts, through to and including the Sunday afternoon shift, or as outlined in the collective agreement.