



May 16, 2025

SICK BANK

How will I know what I have in my sick bank?

You will be able to ask the Employer (RC's) once the banks have been loaded.

What if I do not have any sick time because I haven't worked for home care very long?

You will still be able to use the Short-Term Disability (STD) through Element until the transition to HEB.

Will my sick time be 100% paid?

Yes. It will take a few weeks before the Employer will be able to implement this change in the system.

How much sick time will I have in my bank?

You earn 1.25 days of sick time each month to use. 1 day is for personal use only. The remainder (0.25 day) is for family sick leave. The days are prorated based on your EFT. Here are some examples:



Is the sick bank retroactive to May 5?

The sick bank is retroactive to May 5, but payments won't be issued just yet. There's currently no timeline for when those payments will begin. Any sick days taken before May 5 will not be paid out (except for coverage under STD through Element) and will not be deducted from the sick bank, unless they were used as Wellness Days.

Will we get previous sick days retroactively adjusted and get paid the full 100%?

No, the full sick time pay for entire shifts will apply only going forward. The Employer has indicated it may take a few weeks to update the system to ensure proper payment. Sick time can only be used if you have sufficient hours available in your sick leave bank.

.2 = 3 per year / .25 per month
.3 = 4.5 per year / .375 per month
.4 = 6 per year / .5 per month
.5 = 7.5 per year / .625 per month
.6 = 9 per year / .75 per month
.7 = 10.5 per year / .875 per month
.8 = 12 per year / 1 per month
.9 = 13.5 per year / 1.125 per month
1.0 = 15 per year / 1.25 per month



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HEALTH SPENDING ACCOUNT

When will we get onto HEB benefits and the health spending account (HSA)?

HEB is still working on moving all home care staff onto the benefits and pension plans. Once everyone has been transitioned, the Health Spending Account (HSA) will be paid retroactively to January 1, 2025. This means you'll be able to submit receipts for any eligible expenses incurred from that date onward—so make sure to keep all your receipts!

When can we expect the rest of our benefits and pension improvements?

We continue to pressure the Employer to implement all of Home Care's entitlements under the Collective Agreement. We have active grievances and remain committed to ensuring Home Care workers receive everything they're owed. We expect further resolutions soon.

**ALL IN *for*
HEALTH
CARE**