




# Legislative Assembly *of* BRITISH COLUMBIA

## Overview of Benefits for Regular Employees Legislative Assembly of B.C.

We have a range of career opportunities that offer competitive salaries and comprehensive benefits. We recognize that fair compensation and benefits are integral to our ability to attract and retain employees who foster service excellence.

Working at the Legislative Assembly of B.C., you receive much more than a salary. Your earnings include benefits for health and wellness, life insurance, retirement and more - all things that recognize that we value our employees.

- Time off**
- **Vacation** - regular employees receive 140 hours vacation to start.
  - **Statutory holidays** - gives you the equivalent of 11 days (77 hours) off each year to recognize special days.
  - **Special leaves** - allows you to take time away from work for urgent personal matters including bereavement leave, household emergency or care for a sick child.
  - **Maternity, Parental and Pre-Adoption Leave** - pays you an allowance when you are caring for your newborn or preparing for an adoption.
  - **Sick Leave** - covers your pay when you're ill and unable to work.
  - **Long Term Disability** - pays a substantial portion of your salary when you've been ill or injured for an extended time.

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- Health & Wellness**
- **Medical Services Plan** – covers your family’s BC Medical Services Plan (MSP) costs.
  - **Fitness Incentive** – 75% reimbursement of fitness membership or classes fees, up to a maximum of \$250 per annum per employee.
  - **Extended Health** – pays a significant portion of your family’s healthcare costs not covered by MSP such as prescriptions, eye care etc.
  - **Dental** – pays a significant portion of your family’s dental care.
  - **Employee & Family Assistance** – counseling services to help you and your family when the need arises.
  - **Life Insurance** – personal life insurance equal to three times your annual salary.
  - **Spouse and Dependent Insurance** – optional life coverage for your family members.
  - **Workers’ Compensation** – provides replacement income and covers health care costs when you’ve had an accident or injury at work.
  - **Employment Insurance**- provides replacement income for the birth or adoption of a child, or an illness or injury that doesn’t qualify for sick pay.
  - **Public Service Pension** – income for when you retire.
  - **Canada Pension** – income for when you retire or if you become disabled.
  - **Employee Recognition** – recognizes employee ideas and initiatives that improve operations or service.
- Other programs**
- **Environment Committee** – a staff committee meets regularly and actively assesses opportunities to improve practices and play an active role in the greening of our workplace and to practice stewardship both at home and work.
  - **Safety Committee** – a staff committee meets monthly to ensure that occupational and health initiatives and programs are effective in every worksite.
  - **Training and development** - our staff stays current with emerging practices, trends and technology by branch or corporate sponsored training across a wide range of topics.
  - **Occupational Health Services** – in-house registered nurse on duty three mornings per week. Services include free influenza vaccinations for employees each fall.