

## **Paid Leave Fund**

As per the Local 804 Clause 900 changes regarding Bereavement Leave, Jury Duty, Bill 162-Injured Workers, and Parental Leave, (residential only), the contractor is eligible for reimbursement of these payments through ECACO.

Parental Leave payments for any worker in a sector other than Residential are reimbursed through ECA Ontario – please contact Michelle or Cass at ECACO for their procedures.

### **Clause 900 J.7- BEREAVEMENT LEAVE**

The contractor must pay the worker \$250 per day, (see specifications attached). The worker must provide a copy of the Obituary Notice or Funeral Director's Statement to the contractor in order to receive this payment.

### **Clause 900 J.8 - JURY DUTY**

The contractor must pay the worker \$250 per day, (see limitation attached). The worker must provide satisfactory proof of attendance from the appropriate court/legal institution stating the dates and purpose of attendance.

**In the cases above, the contractor invoices ECACO for the payment reimbursement. The following must be sent with the invoice:**

- The backup documentation provided by the worker confirming the death or jury duty**
- A copy of the worker's paystub confirming the \$250 per day payment**

**Please note: *Reimbursements will not be issued if both the backup documentation and paystub copies are not provided with the invoice.***

## **BILL 162 – INJURED WORKERS**

Contractors must pay on the members behalf premium costs to the Health and Welfare Fund, (including PST), and regular contributions to the Pension Fund for a period of twelve (12) months following the date of injury or up to the date the member is no longer receiving WSIB benefits.

## **CLAUSE 900 J.10 – PARENTAL LEAVE – RESIDENTIAL ONLY – (Other sectors are to be remitted to ECA Ontario)**

The contractor must pay premium costs to the Health and Welfare Fund, (including PST), and regular contributions to the Pension Fund on the employee's behalf during the duration of their leave.

**For reimbursement of Bill 162 Injured Workers and Clause 900 J.10 Parental Leave, the contractor invoices ECACO for payments made.**

**-A copy of the Union Benefits Member report must be provided to ECACO as backup to show these payments were made on the employee's behalf. Please highlight the applicable member and the Welfare and Pension contributions.**

### **REIMBURSEMENT CHECKLIST:**

#### **BEREAVEMENT**

- ☐ INVOICE TO ECACO (NO HST)
- ☐ COPY OF OBITUARY/FUNERAL DIRECTOR'S STATEMENT
- ☐ COPY OF WORKER'S PAYSTUB CONFIRMING PAY

#### **JURY DUTY**

- ☐ INVOICE TO ECACO (NO HST)
- ☐ PROOF OF ATTENDANCE FROM COURT, ETC.
- ☐ COPY OF WORKER'S PAYSTUB CONFIRMING PAY

**BILL 162**

- ☐ INVOICE TO ECACO (PST billed on Health & Welfare portion only)
- ☐ COPY OF UNION BENEFITS REMITTANCES CONFIRMING PREMIUMS & CONTRIBUTIONS MADE

**PARENTAL LEAVE (RESIDENTIAL)**

- ☐ INVOICE TO ECACO (PST billed on Health & Welfare portion only)
- ☐ COPY OF UNION BENEFITS REMITTANCES CONFIRMING PREMIUMS & CONTRIBUTIONS MADE
- ☐ CONFIRMATION OF EMPLOYEE'S RECEIPT OF EI