

# Vancouver Secondary Teachers' Association – Salary Indemnity Fund Rules and Regulations

Effective May 15, 2018

## **I. SALARY INDEMNITY FUND (VSTA Constitution Article Section 9)**

1. The Salary Indemnity Fund shall be administered by a committee of the Association to be known as the Salary Indemnity Fund Committee, consisting of five members to be appointed annually by the Executive Committee provided, however, that at least one member shall be a member of the Executive Committee.
2. Membership in the Fund is closed to new members as of May 17, 2017. Existing members as of May 16, 2017 remain members of the Fund.
3. Regulations governing membership and operation of the Salary Indemnity Fund shall be drawn up and amended from time to time by the SIF Committee and ratified by the Executive Committee except insofar as the Annual Fee and Daily Benefit are concerned.
4. The Daily Benefit shall be determined by the Annual General Meeting upon recommendation of the SIF Committee.
5. The SIF Committee shall be empowered to secure from the Board of School Trustees information in regard to accumulated sick leave allowance, number of days of absence of any member, and other details which the Committee may require in connection with payments of benefits.

## **II. MEMBERSHIP**

- A. The SIF Committee may, if a member has drawn benefits for two successive years require the member to submit to a medical examination by a physician selected by the SIF Committee.
- B. Members who have drawn on the SIF for two successive years will, on the advice of the Executive Committee, be sent a letter of surveillance.

## **III. TERMINATION OF MEMBERSHIP**

- A. The SIF Committee has the unilateral right to suspend membership.
- B. The SIF Committee may suspend membership if a member suffers from a recurring illness and has drawn benefits for the recurring illness for two successive years.
- C. If a member is suspended from the SIF, they shall have the right to appeal to the VSTA Executive for a review of their coverage.

#### **IV. REINSTATEMENT OF MEMBERS OR FORMER MEMBERS**

- A. If a member of the VSTA-SIF has been laid off and then re-hired from the recall list to a continuing contract, they can apply to be reinstated as an active member of the fund. If the member receives a contract after the October 31 deadline, the member may: apply within two months of the appointment for membership in that school year or apply for membership the following September for membership to start that year.

#### **V. FEES**

- A. As per the VSTA AGM on May 16, 2017 no fees are levied.

#### **VI. BENEFITS**

- A. Continuing SIF members are covered by the SIF from the first school day in September each year.
- B. Benefits commence at the expiry of accumulated Sick Leave Allowance.
- C. Benefits will be paid upon receiving confirmation from the Vancouver School Board of the number of days for which the claimant, due to illness, had salary deducted.
- D. Daily benefits rate to be set annually by the Annual General Meeting on recommendation of the SIF Committee.
- E. Benefits for absence attributed to any one type of illness or injury for which benefits were first approved after September 1, 2018, even though the absence occurs in more than one year, shall be paid for a maximum of 45 days.
- F. No benefits are paid for a claim which is not submitted within 30 days from the date on which the member returns to teaching duty or within 100 days of the commencement of the illness or accident for which benefits are claimed.
- G. All applicants for benefits are to be accompanied by a duly sworn medical certificate on the approved VSTA-SIF "Certificate of Attending Physicians" form.
- H. Maximum salary for benefits – PA(M) plus Department Head Allowance.
- I. In cases of absences due to any injury resulting in a liability to third party (including Workmen's Compensation) the maximum benefit paid by the VSTA Salary Indemnity Fund shall not exceed a daily benefit equal to the difference between the SIF regular daily benefits and any benefit or indemnity received from a third party.
- J. In the event that the VSTA-SIF pays the regular daily benefit to a member who later is in receipt of a benefit or indemnity from a third party for the same period of absence, the VSTA-SIF will recalculate the daily benefit based upon the salary not covered by the settlement and request repayment from the claimant of the difference between the revised daily benefit and the regular daily paid.
- K. The liability of the VSTA-SIF for payment of benefits shall be limited to the current net assets of the Fund.