

Benefits Policy

<i>Topic</i>	Human Resources
<i>Authority</i>	Board
<i>Related Documents</i>	Alberta Employment Pension Plans Act Collective Agreement between Wood Buffalo Regional Library and Canadian Union of Public Employees Local 2157-01 Exempt Employees Terms and Conditions Directive

The Regional Municipality of Wood Buffalo Library Board offers a number of benefits to employees; some benefits are contingent on an employee’s classification.

Details on health and dental benefits, short-term and long-term disability benefits, and cost of living allowance are contained in the Collective Agreement between Wood Buffalo Regional Library (WBRL) and Canadian Union of Public Employees Local 2157-01 (CUPE 2157-01) and the Exempt Employees Terms and Conditions Directive.

Local Authorities Pension Plan

The Regional Municipality of Wood Buffalo Library Board recognizes the importance of having a Pension Plan for eligible Library employees.

It is mandatory for all full-time union employees, and all full-time exempt employees, who work more than 30 regularly scheduled hours per week, to participate in the Local Authorities Pension Plan (LAPP), upon their date of hire.

Once an employee joins the plan, they must continue to participate until employment ends.

Any restrictions to member contributions will follow LAPP guidelines.

Employee and Family Assistance Program

WBRL believes in the health and well-being of its employees and commits to helping them maximize their potential through the support of an Employee and Family Assistance Program (EFAP).

The EFAP is a free, confidential support service that offers resources to assist employees with various health and wellness issues and can help find solutions to a range of challenges. Homewood Health, a third-party agency, provides the EFAP service to WBRL.

All WBRL employees and their dependents recognized on their benefits plan (if applicable) are eligible for the EFAP. The EFAP is available 24 hours a day, seven days a week by phone or online.

Use of the EFAP is strictly voluntary. Depending on the situation, the Director may make a formal or informal recommendation that an employee seek assistance from the EFAP.

Use of the EFAP does not jeopardize job security or promotional opportunities.

The EFAP is completely confidential within the limits of the law. No one, including WBRL or the Regional Municipality of Wood Buffalo (RMWB), will know that an employee has accessed the services unless they choose to disclose the information.

Employee Fitness and Recreation Discount

Physical activity is an important part of overall health. WBRL commits to making physical activity more accessible and affordable to employees by coordinating with Macdonald Island and providing discounted rates for staff.

Memberships

WBRL purchases annual institutional memberships to the Library Association of Alberta (LAA), the Alberta Library Trustees Association (ALTA), and the Canadian Federation of Library Associations (CFLA).

WBRL may purchase institutional memberships to other associations, within budget guidelines and with prior approval from the Director.

WBRL may reimburse individual memberships to associations for employees. The Director must approve individual memberships for employees and the Board must approve an individual membership for the Director.

History

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Revised: