

Support Staff (CUPE)

Welcome to Camosun College!

A career at Camosun includes a great health benefits package as well as opportunities for growth in your chosen discipline. Located on two beautiful campuses, you will be joining a college with an inspiring atmosphere and supportive colleagues and where work-life balance is encouraged and important.

Compensation

Support staff positions are unionized roles, offering compensation at an hourly wage determined by the collective agreement

Extended Health

- Prescriptions: written by a physician/dentist and dispensed by a licensed pharmacist – 80% of first \$1,000 of paid expenses, 100% thereafter
- Vision care: prescription glasses or elective contact lenses or elective laser vision correction to a combined maximum of \$650 every 24 consecutive months, eye exams \$100 every 24 consecutive months
- Professional services including:
 - Chiropractor & Athletic Therapist- \$400 per calendar year
 - Podiatrist/Chiropodist & Naturopath -\$200 per calendar year
 - Physiotherapist - unlimited
 - Massage Therapist - unlimited
 - Speech Therapist & Acupuncturist - \$100 per calendar year

Note: X-rays are not covered for chiropractors, podiatrists/chiropodists, naturopaths, physiotherapists, athletic therapists

And more such as medical equipment, emergency travel assistance, & other supplies/services

- **Psychological Services Plan** (part of Extended Health)
Clinical Counsellor - \$3,000 per family per calendar year combined with psychologist/social worker

Dental

- 100% for Level I Basic Services
- 100% for Level II Supplementary Basic Services
- 80% for Level III Dentures
- 80% for Level IV Major Restorative Services
- Note: Unlimited benefit maximums for Level I to IV
- 60% for Level V Orthodontics (\$3000 per lifetime for Level V)

Employee & Family Assistance Plan

- Homewood Health provides Employee & Family Assistance Program (EFAP) services that help individuals lead a healthy lifestyle

This is a summary only. In the case of any discrepancy, Manulife documentation will take precedence. If further information is required, please contact Human Resources.

- Services include: Counselling, Online Cognitive Behaviour Therapy program, Lifestyle Coaching, and E-Learning opportunities
- Crisis support available 24 hours per day, 7 days per week, 365 days per year

Group Life Insurance & Accidental Death and Dismemberment

- 2 times your annual earnings to a maximum of \$800,000.

Short Term Disability

- 70% of weekly earnings, to a maximum benefit of \$1,385

Long Term Disability

- 70% of monthly earnings, to a maximum of \$6,000

Municipal Pension Plan (defined benefit plan)

- Employee contribution – 8.61%
- Employer contribution – 9.31%

Vacation

- 0 to 4 years = 15 vacation days per calendar year
- After 5 years = increased to 20 days per calendar year
- Long service vacation, one -time additional grant after 10, 15, and 20 years of service
- After 25 years of continuous service, employees are entitled to 30 vacation days per year, with the potential for an additional day per year up to 5 days

Professional Development Funding

- Professional development funding is available to assist staff in remaining current, updating and increasing knowledge, and improving employment opportunities/job satisfaction

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Camosun College Social/ Cultural Events

- Year-round activities include biannual New Employee Welcome events, Conversations Day, employee drop-in yoga and fitness classes, diversity seminars, indigenous potlatch, and volunteering opportunities
- Camosun College’s Healthy Together employee wellness program offers a range of information, webinars, and wellness tips
- Embrace our commitment to Indigenization by participating in initiatives like TELFIN TFE WILNEW (TTW), ŚW,ŁENENITEL: Doing Good Work Together, and the Indigenous Community of Practice
- Elevate your leadership skills through tailored training and support programs, including Coaching Services for Workplace Leaders and Recruitment & Selection Toolkits

Policies Camosun College policies are located [here](#).

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