



Sick Days

1. CUPE 5523 Collective Agreement Sick Days

- All regular employees with benefits are entitled to sick days during a school year (July 1 to June 30) as follows:
 - 6 days for 10-month employees
 - 7 days for 12-month employees

2. ESA or Employment Standards Act Sick Days

- All employees in BC are entitled to 5 sick days at 100 % from January 1 to December 31 – part time, full time and casual
- These days **ARE NOT** in addition to CUPE 5523 sick days
 - 12-month employees = 7 sick days from July to June
 - 10-month employees = 6 sick days from September to June

ESA days ONLY apply from January to June

IF the CUPE 5523 sick days have been exhausted

Example: If you take 2 sick days before December 31, you would be entitled to 4 CUPE sick days *topped up by 1 ESA day until June 30.*

NOTE: Employees with a seniority date NOT in a permanent posting and NOT receiving benefits receive \$ 1.75 in lieu of benefits BUT are entitled to the 5 ESA sick days from January to December each year.