

**March 8, 2016**

***Budget Stakeholder Engagement Committee  
(BSEC)***



**LEAVES**

- **Currently supporting over 40 medical leaves**



**ABSENCE MANAGEMENT**

- **SmartFind Express (SFE) Absence Management System**



**RELIEF**

- **Non-replacement Savings**



**BCTF HEALTH & WELLNESS PROGRAM**

- **Early Intervention & Return to Work Program for Teachers**



PUBLIC EDUCATION BENEFITS TRUST

**JOINT EARLY INTERVENTION SERVICES (JEIS) PROGRAM**

- **Early Intervention & Return to Work Program for CUPE staff**



**WORKSAFE BC (WSBC)**

- **Helps to Provide Return to Work, Rehabilitation, Compensation, Health Care Benefits & Range of Other Services**



# What is EFAP?

**This service is available to all employees and their immediate family members.**

**E** employee

**F** family

**A** assistance

**P** program

EFAP provides no-cost in person counselling for the following issues:

- Critical Incident Response
- Work Related
- Psychological/Emotional
- Relationship
- Abuse/Dependency
- Legal – referral services only
- Financial – referral services only
- Career
- Childcare
- Parenting
- Nutrition



**Employee & Family  
Assistance Programming  
BROWN CRAWSHAW  
1.800.668.2055**

**CUPE** / Canadian Union  
of Public Employees



**CVTA** 



## 2015-2016 Absence Analysis

- **SmartFindExpress (SFE)** has up to **March 6<sup>th</sup>** – handled **15,630 “jobs”**. Each job is a day or part of a day that an employee was away from work.
- **Of the 15,630 jobs** – 3,788 were no sub required
  - 11,842 jobs requested a sub
- **Of the 11,842 jobs requesting a sub** – 728 jobs or 6.2% of the total jobs weren't filled
- **Of the 728 jobs that weren't filled:**
  - i. **104 were teacher positions** –
    - based on the assumption that a minimum call out for a teacher is .4 FTE and the average teacher salary is \$318, the **minimum savings** would be **\$13,228.80**.
    - based on the assumption that a maximum call out for a teacher is 1.0 FTE and the average teacher salary is \$318, the **maximum savings** would be **\$33,072.00**.

### Some reasons for not filling:

- a) Specialized positions which included: Aboriginal Education, Biology, Cafeteria, Counselling, Drama, French as a 2<sup>nd</sup> Language, French Immersion, Law, Learning Support, Math, Mechanics, Media Arts, Music, Science, Special Ed, Woodwork. (We also had some for K/Primary/Elementary/Interm. but most were specialized type of courses.)
- b) Some TTOC's are not available to work at rural locations.
- c) No subs available i.e. very busy days and unable to fill.
- d) Ran into instances of employees entering incorrect leave times i.e. 12:35 a.m. in the morning instead of p.m.

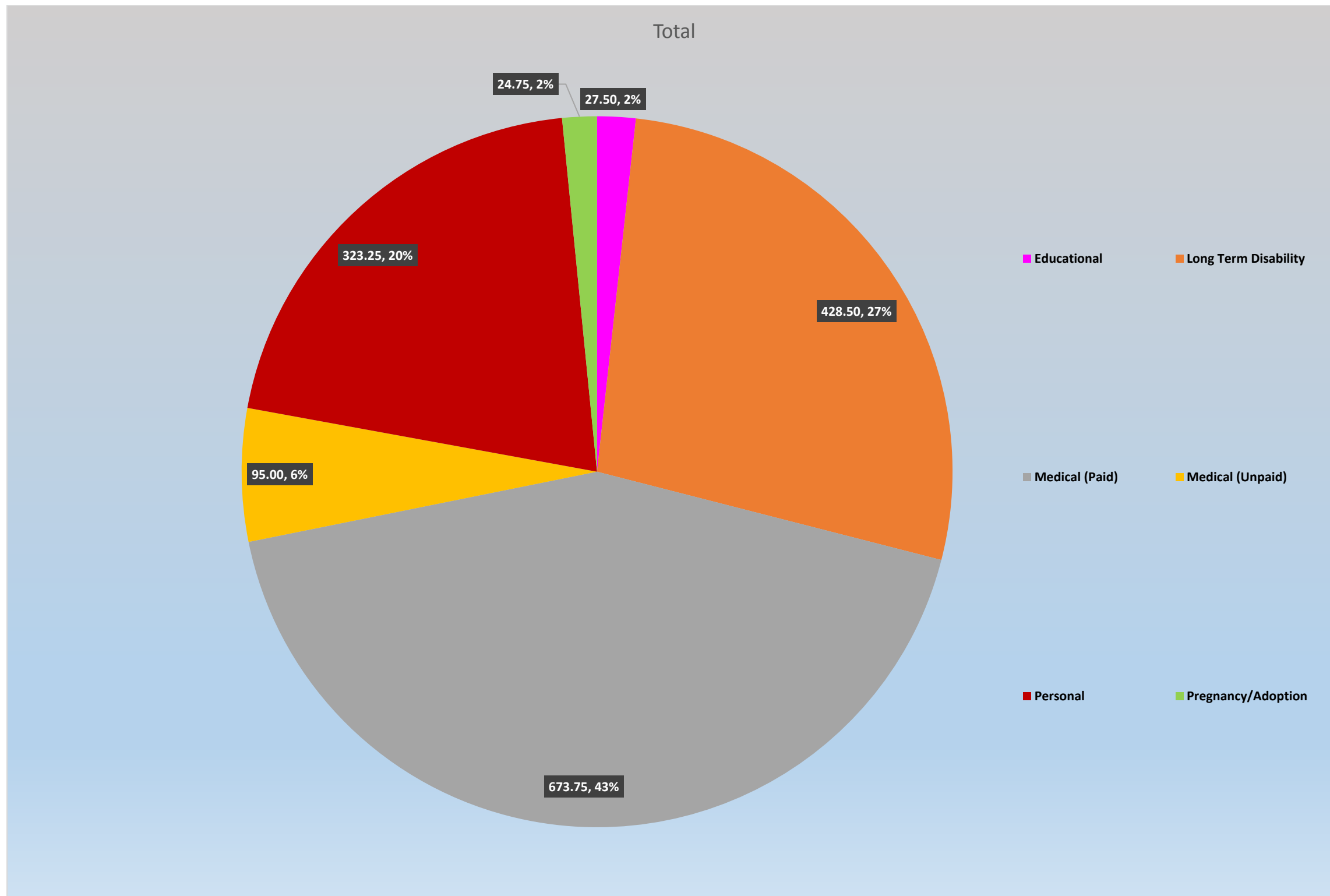
### ii. **624 were CUPE positions**

- Based on the assumption that a minimum call out for CUPE is 2 hours and the average CUPE salary is \$23.79 per hour, the **minimum savings** would be **\$29,689.92**.
- Based on the assumption that a maximum call out for CUPE is 8 hours and the average CUPE salary is \$23.79 per hour, the **maximum savings** would be **\$118,759.68**. **THIS SCENARIO SEEMS HIGHLY UNLIKELY SINCE THE MAJORITY OF POSITIONS AREN'T 8 HOURS PER DAY.**
- The **average hours** would more likely fall between 5.5 hours and 7 hours per day. This would be **about 6.25 hours/day**.
- Based on the assumption of using 6.25 hours per day and the average CUPE salary is \$23.79 per hour, the savings would be **\$92,781.00**.

### Some reasons for not filling:

- a) Classifications included: EA's (majority at 371 jobs), ABYWL, YFW, Transportation Coordinator, Secretary (majority were in the Creston area), Bus Spare (vacancies), Custodians (71 – still working on data entry), Library Clerk, Payroll & Benefits Coordinator, etc.
- b) Some CUPE subs are not available to work at rural locations.
- c) No subs available i.e. very busy days and unable to fill.
- d) Ran into instances of employees entering incorrect leave times i.e. 12:35 a.m. in the morning instead of p.m.

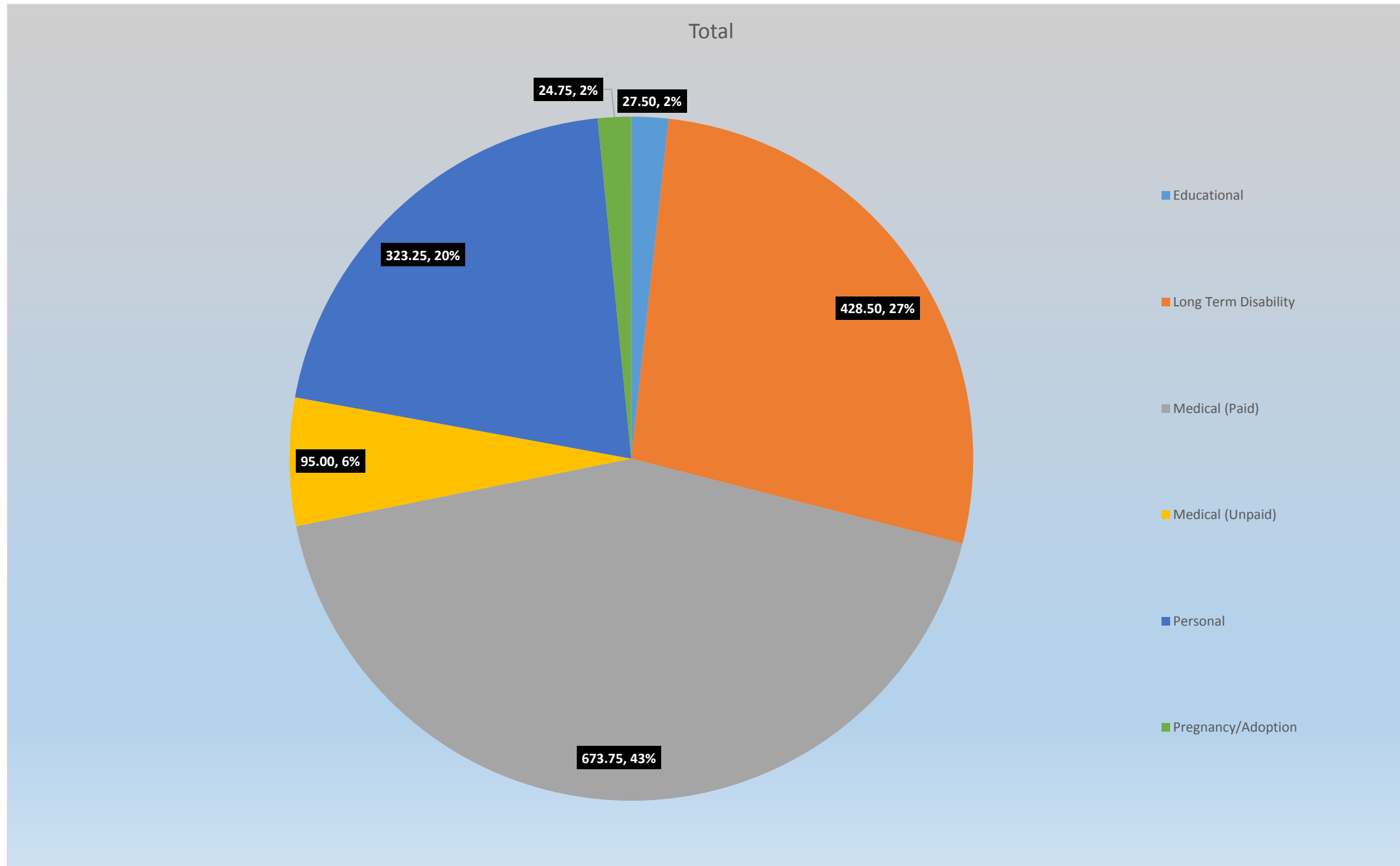
# LEAVES – Teachers – 2015/16



Reason	FTE
Extended Maternity Leave	0.50
Long Term Disability	4.00
Medical (Paid)	18.99
Medical (Unpaid)	4.15
Parental	1.00
Personal	14.37
Pregnancy/Adoption	6.30
<b>Grand Total</b>	<b>49.32</b>

snapshot @ March 1, 2016

# LEAVES – CUPE – 2015/16



Reason	Hours
Educational	27.50
Long Term Disability	428.50
Medical (Paid)	673.75
Medical (Unpaid)	95.00
Personal	323.25
Pregnancy/Adoption	24.75
<b>Grand Total</b>	<b>1572.75</b>

**snapshot @ March 1, 2016**