
**TORONTO TRANSIT COMMISSION
SICK BENEFIT ASSOCIATION**

REGULATIONS MADE PURSUANT TO BY-LAW 1:9

T.T.C. SICK BENEFIT ASSOCIATION REGULATIONS MADE PURSUANT TO BY-LAW 1:9

Regulation 1 – The calendar day on which a night shift Member resumes work following illness or non-occupational injury shall not be considered as a day on which the Member worked for the purposes of paying benefits if on that day the Member works one hour or less.

Regulation 2 – Sick benefits are to be paid automatically every two weeks during the period the Member's physician estimates disability without the Member having to apply further, provided disability continues and until it is apparent that a further medical certificate is required to prove continuing disability.

Regulation 3 – Sick benefits may be paid to an otherwise eligible Member during the period the Member is unable to work because suitable light duties other than regular duties, for which the Member has been marked fit by the Commission's Medical Director are temporarily not available. In such cases, a certification by the Commission's Medical Director is acceptable for payment of benefits.

A Member who is delayed one work day from resuming work after disablement beyond the work day certified fit by his/her own physician, because of having to report for examination to the Commission's Medical Director shall be allowed an additional work day of benefits provided the Member can show that he/she was unable to report to the Commission's Medical Director on an earlier date and that the Member's own physician is unable or unwilling to provide him/her with extended medical certification.

Regulation 4 – Sick pay for an eligible Combined Operator is to be based on four-day work week of 10 hours each day. When a Combined Operator becomes ill after reporting for work, the Member will be entitled to sick pay from the Association for the difference between 10 hours and the number of hours actually worked, if a doctor's certificate is supplied.

Board Approval - October 20, 1978

Regulation 5 – Recovery of benefits paid to Members who were disabled as a result of accident involving persons or organizations other than the Commission, shall be attempted only in cases where the accident occurred in the course of the Member's employment with the Commission.

Regulation 6 – The Administrative Staff is authorized to accept rubber stamped signatures of Doctors or signatures of Doctors signed for them by their nurses or clinic supervisors, if such claims otherwise appear valid.

Regulation 7 – By-law 4, Section 2 (1) provides for a Member to qualify for a new period of disability after resuming work for a continuous period of 30 calendar days. Interpreting the period of 30 calendar days shall include periods of vacation, off-days, statutory holidays and approved leave, provided the Member has been declared medically fit immediately prior to the aforementioned periods and has worked for at least one (1) full day.

Board Approval - December 19, 1984

Regulation 8 – Sick pay will be governed primarily by the information on the Sick Benefit Association forms signed by the Doctor and the Member. Refer to By-law 4, Section 1(1), (2), (4)(a) and (b).

Regulation 9 – Members of the Association who are found unfit for their regular duties and are declared fit for duty as a Station Collector will be eligible for sick benefits during any waiting period if applicable, after being declared so fit and the commencement of any required Collector training. This period not to exceed three (3) days.

Board Approval January 23, 1985 and Effective from July 1, 1984

Regulation 10 – By-law 4, Section 2 (1) provides for a Member, who resumes work for a continuous period of 30 calendar days or more, to qualify for a new period of disability.

Where a Member resumes work for a continuous period of 30 calendar days or more and submits a claim for continuing and intermittent treatment of cancer, i.e. treatment by chemo-therapy, the period for which such treatment is provided will be considered a new period of disability with no waiting period applied. If such treatment is provided within a period of less than 30 calendar days, such subsequent period of disability shall be deemed to be a continuation of the same period of disability. In the case where a Member exhausts and is paid the maximum period of 130 work days for a period of the same disability i.e. treatment by chemo-therapy and subsequently resumes work for a period of less than 30 calendar days and is disabled with the same disability, the Administration Staff will assess the claim and reinstate the claim as a new period of disability.

Board Approval January 27, 1988 and Effective from November 1, 1987

Regulation 11 – A Member may be referred to the Commission's Medical Director for a medical examination and assessment immediately following an absence of fifteen (15) consecutive work days.

Effective December 17, 1986

Regulation 12 – The General Adjustment will be granted to a Member who is in receipt of Sick Benefits on the effective date of such General Adjustment in accordance with the Member's wage group.

Board Approval January 27, 1988 and Effective from April 1, 1987

Regulation 13 – A Member who was placed on the Inactive Payroll for reason of an approved pregnancy/parental leave period, may be deemed to be, for the purpose of sick benefits, on the active payroll if all the following criteria is met:

- (a) Member is scheduled to return to employment on a specific date,
- (b) Member is disabled from employment.

In the event a Member meets all of the above criteria, the right to sick benefits shall commence on the intended recommencement date. Refer to By-law 2, Section 3(2).

Board Approval January 2, 1990

Regulation 14 – A Member shall comply with any request by the Association to provide information as to whether or not he/she was disabled or injured during the course of other employment, and also to advise whether or not the Member is entitled to or may be entitled to any benefits from or through the other employment. If requested by the Association to do so, the Member shall also execute and provide a direction to the other employer (or its association, insurer, Board or agency as may be necessary) for the release of information and records to the Association regarding the disability and benefits available from or through the other employment to the Member.

Effective October 4, 1990

Regulation 15 — By-law 4, Section 1(4)(a) If a Member's disability commences on a Friday and/or weekend and is immediately followed by a statutory holiday, the Member qualifies for benefits from the first date of disability provided he/she is clinically assessed and treated by a medical practitioner on the first day immediately following such a weekend and/or statutory holiday.

If a Member's disability commences the day preceding a statutory holiday, the Member qualifies for benefits from the first date of disability provided he/she is clinically assessed and treated by a medical practitioner on the first day immediately following such statutory holiday and/or weekend.

Telephone treatment/consultations or instructions will not be accepted under the provision of this By-law.

Effective January 27, 1993