



Policy Number	032-M-2007
Policy Group	Membership
Policy Name	President, First Vice President Compensation
Date of Origin	June 2007
Date Amended	September 2009, October 2010
Date Reviewed	November 2013, September 2014, October 2015, November 2016, November 2017, November 2018, December 2019, October 2020

PURPOSE To ensure appropriate compensation for the President and First Vice-President.

SCOPE President, First Vice-President

POLICY STATEMENT Salaries and benefits for President and First Vice-President will be paid according to direction set by members at an Annual Meeting.

PROCEDURE

- a) The President's salary shall be set at the highest step of the Nurse A classification of the SUN/SAHO Collective Agreement plus 48.5% as of April 2010.

The First Vice-President's salary shall be set at the highest step of the Nurse A classification of the SUN/SAHO Collective Agreement plus 18.8% as of April 2010.

Thereafter, the annual increase will be in accordance with the annual percentage increases obtained by the highest step of the Nurse A classification of the SUN/SAHO Collective Agreement.

- b) Five (5) days paid Family Leave per year.
- c) Vacation shall be equal to regular earned vacation with the employer or four weeks per year, whichever is greater. The President shall be granted two additional weeks in lieu of overtime. The President's vacation must be authorized by the Executive Committee or the Board of Directors at least three (3) weeks prior to the commencement of requested leave.



The First Vice-President's vacation must be authorized by the President at least three (3) weeks prior to the commencement of requested leave. The First Vice-President shall be granted one additional week in lieu of overtime.

- d) SUN membership dues shall be deducted on a monthly basis.
- e) Statutory holidays and the following expenses shall be per SUN/CUPE 3761 Collective Agreement:
 - business package policy
 - in town travel
 - wellness program.
- f) SUN shall pay employer portion of benefits as per current SUN/Employer Collective Agreement. SUN will ensure access to extended health benefits and payment of professional fees and other benefits as articulated in the SUN/SAHO Collective Agreement.
- g) SUN shall contribute employer's portion of pension benefits as per the President's and First Vice-President's pension plan. The employee's portion of contributions as per their pension plan shall be deducted from the President's and First Vice-President's salary.
- h) Arrangements to access regular employment accrued sick leave credits shall be made with the employer. In any event, should the President's and/or First Vice-President's accumulated sick leave not provide a bridge to access long-term disability, salary continuance shall be provided to the date the President and/or First Vice-President becomes eligible for Long Term Disability.

Every effort shall be made to afford the President and First Vice-President the opportunity to access their accrued vacation and where applicable, time-in-lieu of overtime. However during each two year term of office she shall be entitled to carry over 80 hours of vacation/time-in-lieu to be used in the year immediately following completion of each two (2) year term of office.

Should unanticipated circumstances prevail, and that results in an accumulation greater than 80 hours to carry over at the end of the vacation year, then that vacation shall be dealt with through one the following options:



1. A pay out be made at the end of each vacation year for the amount of that year's unused vacation credits which exceed the 80 hours, or
2. A request be made to the employer, that allows for unused vacation remaining from the previous year to be banked until such time as returning to their position with the employer and at that time it will be accessed at their normal rate of pay with the employer.

APPROVED