

## Employment Benefits for Temporary Employees in Elections BC Head Office

*This fact sheet provides basic information and any questions about this information should be directed to Elections BC Human Resources.*

Benefits are an important part of the total compensation package for temporary employees of Elections BC. They help provide security and contribute to the quality of life for employees and their families. Temporary employees hired under the *Election Act* and working at Elections BC headquarters have a number of benefits available to them.

- **Statutory holidays** – 11 days off each year to recognize special days
- **Vacation** – new employees receive 4% vacation pay on each cheque
- **Employee & Family Assistance Program** – up to six hours of counseling services per year to help you and your family when the need arises
- **Workers' Compensation** – provides replacement income and covers health care costs when you've had an accident or injury at work
- **Medical Services Plan\*\*** – covers your family's BC Medical Services Plan (MSP) costs
- **Short Term Illness and Injury Benefit\*\*** – covers 100% of your pay for up to six work days per year when you're ill or injured and unable to attend work
- **Public Service Pension Plan** – employees have the option to begin contributions when they become eligible
- **Canada Pension Plan** – provides income for when you retire or if you become disabled

\*\* Eligibility for the short term illness and injury benefit and access for MSP group coverage is determined by the length of the work term. All temporary employees hired under the *Election Act* in work terms of six months or longer are eligible for these benefits.

### Training and Development

All temporary employees receive a comprehensive orientation through Elections BC's corporate orientation program. This includes attendance at a ten-hour corporate staff training program, so that new staff are well-grounded in all aspects of Elections BC's business.

Elections BC strives to host at least 18 internal staff workshops each year. Past workshops have included such topics as: Political Science 101, BC-STV, Coaching, Classification, and much more.

More informal learning opportunities are available through Lunch and Learn sessions. Employees are invited to eat their lunches while they learn about a variety of topics of personal interest. Past lunch and learn topics have included Nutrition and Office Yoga.

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### **Employee Recognition**

Employee recognition at Elections BC happens both formally, through the annual staff BBQ, at the Christmas lunch and auction, at quarterly staff meetings, and through the weekly Internal Communications Newsletter, “Inside EBC”, as well as informally between colleagues.

Elections BC recognizes:

- extra commitment or effort in completing an assignment
- the resolution of a significant problem or conflict
- outstanding client service
- completion of an exceptional project of the highest quality
- suggestions that result in the improvement of operations