

5.1.23 Provincial Executive Benefits and Compensation

5.1.23.3 Executive Committee

Section	Effective Date (dd-mm-yy)	Revision Date (dd-mm-yy)	Date Approved (dd-mm-yy)	Page	Applicability	Subject
5.1.23.3	01-04-10	05-12-18	01-04-10	1 of 1	<input checked="" type="checkbox"/> BCNU Members <input type="checkbox"/> Employees / Staff	Executive Committee
Policy	To establish and maintain appropriate benefits and compensation for the Provincial Executives.					
Procedure	<ol style="list-style-type: none"> 1. Salary: Effective the first pay period after April 01, 2016 <ul style="list-style-type: none"> • The Vice-President shall be paid at \$128,739. • The Treasurer shall be paid at \$120,705. • The two Executive members at large shall be paid at \$113,587.50. • The base salary shall be tied to the general and equity increases set forth in the PCA. 2. Place of Regular Work: The BCNU Burnaby Office, Kelowna Office, Victoria Office and any other location deemed necessary. 3. Insurance (and Other) Plans: The Provincial Executives shall be enrolled in the following insurance (and other) plans as indicated in the PCA and paid by BCNU: the travel insurance plan, with premiums paid by BCNU. 4. Vacation: The Provincial Executives shall be entitled under the appropriate Collective Agreement. There will be no backfill. Emergency calls will be managed by other Provincial Executives. 5. Sick Leave: The Provincial Executives shall be entitled under the appropriate Collective Agreement. There will be no backfill. If a sick leave absence expected to last longer than three months, a replacement will be recommended by the Executive Committee and appointed by Council. 6. Board Development: Each Provincial Executive will be provided with a spending account of no more than \$6000 per term, with no carry over or payout. All board development must be approved by the Provincial Executive. <ul style="list-style-type: none"> • Any Provincial Executive departing their position before the end of their term will be required to pay back to BCNU, a prorated amount of the total allowance used. 7. Exit Strategy: <ul style="list-style-type: none"> • When a Provincial Executive has been in the position and is assessed as requiring education or recertification in order to return to the nursing workplace, every effort will be made to have the Employers, as they are defined in the Letters of Union Leave (i.e. the Health Authority), cover their appropriate collective agreement provisions while they are receiving education or recertifying. When this is not achievable with the Employer, BCNU will pay the member's wages for the necessary period. BCNU will provide reasonable funding to assist the member in a successful return to their workplace. 8. Annual Stipend: Each Provincial Executive will receive an annual stipend of \$8,000 for travel time, car expenses beyond the mileage paid and home office expenses incurred in managing the Union's affairs from their homes and extra hours worked. 9. Meal Allowance: Should any of the Executives' residence be outside of the lower mainland, those Executives assigned to a BCNU condo shall be entitled to the "condo allowance" of \$25.00 per day. Whenever Executives are required to be away from their place of regular work on BCNU business they shall be entitled to be reimbursed for meals and incidental expenses under BCNU policy. No other meal expenses shall be claimed. 10. Travel Expenses: <ul style="list-style-type: none"> • Should the Executives' residence be outside of the lower mainland, the most cost effective mode of Travel Allowance will be determined by the Finance Committee with cost analysis by the Finance Department after the Executives elected into the position. • Whenever Executives are required to be away from their place of regular work on BCNU business, they shall be entitled to travel expenses as per BCNU Transportation Allowance policy. 11. Accommodation: Should the Provincial Executives reside outside a reasonable commuting distance from the Provincial Office, they may be provided shared accommodation at a BCNU condo. Where sharing is not an option or proves to be unsuccessful, the Human Resources Committee will work with the affected Executive(s) to find a suitable solution. 12. Trips Home: Should any of the Provincial Executives' residence be outside of the lower mainland, the Executives shall be provided one return trip every week (Method of travel to be established in conjunction with Provincial Treasurer). 					