

# POLICY AND PROCEDURES MANUAL

## 9.1.4 REGIONAL COUNCIL MEMBERS

### Policy

To establish and maintain appropriate benefits and compensation for the Regional Council Members.

### Procedure

1. **Salary:**
  - (a) The Regional Council Members will be paid at the full-time wage rate of a Nurse Level 4 - Year 9 of the PCA and accrue all benefits based on 1.0 FTE.
  - (b) The base salary will be tied to the general and equity increases set forth in the PCA.
2. **Insurance (and Other) Plans:** The Regional Council Members will be enrolled in the travel insurance plan (and other) plans indicated in the PCA, with premiums paid by BCNU.
3. **Vacation:** The Regional Council Members will be entitled to vacation as per the appropriate Collective Agreement(s). There will be no backfill in the region. Emergency calls and Council meetings attendance will be managed by the regional executive team.
4. **Sick Leave:** The Regional Council Members will be entitled to sick leave as per the appropriate Collective Agreement(s). If a sick leave absence is expected to last longer than two (2) weeks, an interim Regional Council Member will be appointed by the affected regional executive team according to their regional bylaws and policies to backfill the position. The interim Regional Council Member will be placed on paid Union Leave.
5. **Board Development:** Each Regional Council Member 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 Committee.
  - (a) Any Regional Council Member 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.
6. **Annual Stipend:** Each Regional Council Member 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 Region's affairs from their homes and extra hours worked.
7. **Meal Expenses:** Each Regional Council Member will be entitled to meals as per BCNU policy.
8. **Travel Expenses:** Each Regional Council Member will be entitled to travel expenses as per BCNU policy. Claims for mileage may be calculated from home.
9. **Resignation:** Regional Council Members may resign at any time by written notice to the BCNU President and Chief Executive Officer. The vacancy will be filled in accordance with the Constitution and Bylaws and BCNU Regional Elections Policy.
10. **Exit Strategy:** The BCNU has an obligation to assist Regional Council Members to return to the position that they held when elected. Regional Council Members should be assessed to determine education or recertification required in order to return to the previously held position. If the position is no longer available, the Council Member will be offered displacement rights as per the appropriate collective agreement. 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 these expenses, including the Member's wages, for the necessary period.

# POLICY AND PROCEDURES MANUAL

BCNU recognizes there will be unique individual situations and will provide reasonable funding and support to assist the Member. An appeal process is available:

- (a) Individual Council Members may appeal their funding and support issues to the Provincial Executive Committee for resolve.
- (b) The decision of the Provincial Executive Committee will be final and binding.

## Policy Footnotes

<b>Section</b>	9 Finance
<b>Sub-section</b>	9.1 Council Compensation
<b>Policy Number</b>	9.1.4
<b>Council Approved</b>	01-04-10
<b>Council Revised</b>	17-06-20
<b>Further reading</b>	