



**EDMONTON**

**VALUED EMPLOYEES**

## **Supplementary Income Replacement Plan (SIR)**

---

The City of Edmonton has determined that it wishes to pay Employment Insurance premiums at a reduced rate by providing a Supplementary Income Replacement (SIR) Plan for all temporary, provisional and non-permanent part-time employees.

The attached appendices set out the obligations, rights and benefits accruing under the SIR Plan for temporary, provisional and non-permanent part-time employees of the City of Edmonton.

Effective January 1, 2006, the SIR Plan applies to temporary, provisional and non-permanent part-time employees, as these terms are defined under the respective collective agreements.

### **Definitions**

#### *Disability*

Means the Member is unable to perform a substantial portion of their regular duties because of sickness or injury.

#### *Member*

Means an employee who occupies a position that is classified as temporary, provisional or non-permanent part-time pursuant to the collective agreement governing that position.

#### *Plan*

Means the SIR Plan provided for and continued herein or in any properly amended form.

### **Attachments**

[Appendix I](#) – SIR Plan

[Appendix II](#) –SIR Claim Form