

Short Term Sick Plan (STSP)

Article 37

What is STSP?

The Short Term Sickness Plan (STSP) provides income protection for regular employees who are unable to attend work due to illness or injury. It consists of six working days of absence at 100% salary and the remainder (124 working days) at a 75% salary rate, for a total of 130 sick days per year.

If you require more than 130 sick days, STSP can serve as the 'bridge' between your first day of absence and your first day of Long Term Income Protection (LTIP), if you are deemed eligible to receive LTIP benefits. To access more information about LTIP and how to apply, see ["A Guide to Your Benefits"](#) available on our website.

NOTE: Fixed term (FXT) employees have a different sick leave entitlement. As an FXT employee you are entitled to earn attendance (sick) credits of 1¼ days for each full month that you are at work or are on vacation, bereavement, or jury/witness leave. You are entitled to use your accumulated attendance credits only in the event that you are unable to attend to your duties by reason of illness or injury. For more information on sick leave for fixed term employees, please see Art. FXT.5. and the fact sheet entitled [Fixed Term Employee Rights](#) available on our website.

STSP Eligibility

You will receive your 130 days of STSP credits on January 1 of each year assuming you have fulfilled all of the eligibility criteria in Article 37.2.

- If you are a new employee, you will receive your annual allotment of STSP credits after working 20 consecutive scheduled working days.
- If you have started a sick leave in one calendar year and you are unable to return to work until after the start of the next calendar year, you will continue to use the remaining STSP credits from the previous year until those credits have been exhausted (if needed). You will receive your new allotment of STSP credits after you have been at work for at least 20 consecutive days.

Attendance Support Management Program (ASMP)

Although you have access to 130 STSP credits per year, you will be placed on Level 1 of the Attendance Support Management Program (ASMP) if you exceed the attendance threshold of more than seven absences in a 12 month period. The ASMP is an Employer program that

seeks to encourage employees to maintain regular attendance. For more information on the ASMP, please consult the [ASMP factsheet](#) available on our website.

Medical Information Required for STSP

The Employer can request medical documentation from a legally qualified medical practitioner if you are absent from work due to illness or injury for more than seven consecutive calendar days. In cases of suspected abuse of STSP, the Employer may require you to submit a medical documentation at the Employer's expense for any period of this absence. Your manager may request the following information:

- The name, address, telephone number, and signature of your medical practitioner;
- The date you were assessed;
- Confirmation that you were unable to perform your duties at work due to an injury or illness for the specified period of absence;
- The start and expected end/reassessment dates; and
- The expected date of your return to work, or the date on which you will next be seen by your medical practitioner.

You are not required to provide the diagnosis of the illness which led to your absence.

Employers Request for an Independent Medical Examination

If you are frequently absent from work, the Employer may require you to undergo an IME. Before requesting an IME, the Employer should have already gotten medical documentation from your medical practitioners. AMAPCEO advises employees contact a [Workplace Representative](#) before agreeing to do an IME. If you and the Employer cannot agree on who that IME provider will be, you may choose a qualified medical practitioner from the referral service of the College of Physicians and Surgeons.

Health Benefits and Pension Contributions throughout an STSP Leave

While receiving paid STSP, your health benefits coverage is maintained as if you were at work. You will also receive pension contributions during this period. All deductions and contributions shall be made as though you were receiving your regular salary.

Questions?

Please contact a [Workplace Representative](#). A complete list of Workplace Representatives can be found on the AMAPCEO website at amapceo.on.ca. Keep in mind that you are not restricted to a Workplace Representative in your particular ministry.