

Short Term Disability Absences by Employee Group (2013 to 2014)

Year	Headcount	Paid Sick Calculated DAYS * Per EE**	Paid Sick SHIFTS Per EE	% Of Staff That Take Zero Time Off	# of EEs who called in sick	# of sick occasions	Total Cost Paid
2014	4,410	9.91	9.0	28%	3,339	7,579	\$9,318,153
Incidental Sick Absence	4,410	3.41	3.0	32%	3,135	6,849	\$3,546,234
Non-Union	738	1.64	1.6	50%	403	689	\$411,355
Union	3,671	3.77	3.3	29%	2,737	6,160	\$3,134,879
Significant Sick Absence	4,410	6.49	6.0	85%	695	730	\$5,771,918
Non-Union	738	2.29	2.3	93%	54	53	\$503,234
Union	3,671	7.34	6.7	83%	641	677	\$5,268,683
2013	4,355	10.06	9.0	29%	3,252	7,323	\$9,222,791
Incidental Sick Absence	4,355	3.38	3.0	34%	3,016	6,545	\$3,397,800
Non-Union	719.6	1.66	1.6	52%	380	673	\$391,745
Union	3,635	3.72	3.3	31%	2,644	5,872	\$3,006,054
Significant Sick Absence	4,355	6.67	6.1	84%	724	778	\$5,824,990
Non-Union	719	3.59	3.5	93%	58	57	\$759,856
Union	3,635	7.28	6.6	83%	666	721	\$5,065,134

Note: This data includes only employees with Income Protection Plan

* represents standard calculated 7 hour day

**EE = Employee

OUR Vision: To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

OUR Mission: WE provide quality public service that contribute to a healthy, safe and prosperous community, in a sustainable manner.

OUR Values: Accountability, Cost Consciousness, Equity, Excellence, Honesty, Innovation, Leadership, Respect and Teamwork.