

March 22, 2024

NOTICE OF CHANGE EFFECTIVE APRIL 1, 2024: JOINT COMMUNITY BENEFITS TRUST TO INCLUDE OVERTIME IN STP

Following HEABC's communication regarding the change in the HEABC CIU #178, please be reminded to include JCBT overtime earnings to STP in your April 2024 CERS reporting, along with updating your April 1, 2024 rate changes.

Details will be reflected in the updated HBT Administration Guide located on PBC's ADMINnet in the near future. For your reference, attached is a copy of the updated Straight Time Payroll (STP) Definition.

Please forward this document to all departments within your organizations that may require this information.

Questions

If you have any questions regarding reporting, please contact us at (604) 678-8518 or cers@hbt.ca.

HB T Administration Guide

Contributions

Definition of Earnings for Straight Time Payroll (STP) Calculation for All Benefits**

	* JHSBT *NBA *Non-Contract *Management *Resident Doctors	*JFBT *JCBT
Type of Earnings		
1 Regular earnings (basic monthly earnings)	✓	✓
2 Retroactive wage adjustments	✓	✓
3 Vacation pay	✓	✓
4 Vacation paid out to an employee in a lump sum	✓	✓
5 Statutory holiday pay (at regular time)	✓	✓
6 Additional statutory holiday pay	✗	✗
7 Isolation allowance	✗	✗
8 Paid leaves	✓	✓
9 Paid sick leave	✓	✓
10 Maternity, parental, adoption leaves	✗	✗
11 SEB Plan benefits payable on total basic and top-up (where applicable)	✓	✓
12 The first 20 days or 150 hours of unpaid leave in a year for employees entitled to continuation of employer-paid benefits	✗	✗
13 Unpaid leaves beyond 20 days/work shifts or 150 hours where the employee elects to continue coverage (maximum 12 months; 24 months for education leave)	✗	✗
14 Unpaid leaves where the employee elects not to continue coverage	✗	✗
15 Unionized employees on layoff	✗	✗
16 Employees on WorkSafeBC wage loss benefits who are eligible for employer-paid benefits	✓	✓
17 Pay in lieu of statutory holiday pay	✓	✓
18 Casual/additional hours worked by part time employees	✓	✓
19 On-call premiums	✗	✗
20 Overtime paid	✗	✓
21 Return to work program or LTD rehabilitative employment	✓	✓
22 Qualification differential	✗	✗
23 Shift differential	✗	✗
24 Bonuses	n/a	n/a
25 Regular employees who work beyond age 65	✓	✓
26 Employees commencing LTD benefits	✗	✗

* ✓ = included, ✗ = not included, n/a = not applicable

** Group Life, Accidental Death and Dismemberment, Long Term Disability, Dependent Life, Extended Health Care and Dental