

- (a) The cost-sharing arrangements noted above for OHIP, Extended Health, Semi-Private Coverage, Dental Plan, Life Insurance and Long Term Disability will be continued as follows for each specific absence:
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| (1) | Workers' Compensation | 12 months |
| (2) | Long Term Disability | 24 months |
| (3) | Pregnancy or Adoption Leave | Length of time to be consistent with E.S.A. Chapter 137, Sections 35-39. |
| (4) | While on an approved Leave of Absence of less than one (1) month | |
- (b) Employees on a leave of absence in excess of one (1) month, that is not covered in (a), will at their discretion; either:
- (1) cease the benefit coverage; or
 - (2) pay to the employer the exact amount for the complete benefit package enjoyed for each full month of leave.
- (c) The above provisions in no way affect the entitlement to Long Term Disability payments from the insurance carrier.