
Supplemental Unemployment Benefit (SUB) Plan

The objective of the SUB Plan is to supplement EI benefits for periods of unemployment caused by illness, quarantine, injury, training, or temporary work stoppage.

Eligibility

- All employees are eligible.
- Only employees receiving EI benefits due to illness, quarantine, injuries, training, or temporary work stoppage can receive supplemental benefits under this SUB plan. Verification that the employees have applied for and are in receipt of EI benefits must be performed before SUB payments are made.

Amount of Benefit

- The amount of the EI benefit plus the SUB payment will equal 90% of the lesser of either (1) the employee's normal weekly earnings, or (2) the maximum insurable earnings for that year, as defined by Canada Revenue Agency.
- Payments of guaranteed annual remuneration, deferred remuneration, or severance pay will not be reduced or increased by payments received under the SUB plan.

Benefit Duration

- The SUB Plan benefit is NOT payable while the employee is serving the EI waiting period.
- The SUB Plan benefit will be paid for a maximum of 15 weeks.

Record Keeping

A separate record of all the SUB payments will be kept by the local church.

Amendments

June 2013
April 2017
March 2020
February 2021