



QUICK REFERENCE GUIDE TO BENEFITS AND SUPPORT PROGRAMS FOR REGULAR FACULTY AND LIBRARIANS

The University of Victoria is committed to the health and well-being of the members of the UVic community. We've designed benefit plans, programs and policies to support our faculty members, librarians and their families through the transition to life in Victoria. Please check the relevant document/link for **specific eligibility criteria**.

For further information on relocating to Victoria, visit www.opportunities.uvic.ca.

PROGRAMS

Dual Career Couple Employment Assistance

<http://www.opportunities.uvic.ca/settled/spousalsupport.htm>

If you have a partner who is an **academic** and who will be seeking employment, please bring this to the attention of the Chair/Dean/University Librarian at the earliest possible opportunity so that they can work with you to explore employment options.

If you have a partner who will be seeking **other types of employment**, your Dean/University Librarian may access support for you through Faculty Renewal at jnolan@uvic.ca. The support may include career exploration and decision-making, review and revision of work search tools such as cover letters and resumes, work search strategies for the local labour market, interviewing techniques and employer research and contacts.

Housing Loan

http://web.uvic.ca/vpac/hrissues/forms.htm#home_relocation

Eligible regular tenured or tenure-track faculty members who are new to Victoria may apply for a five-year interest-free housing relocation and purchase loan of up to \$35,000.

Off Campus Housing Registry

<http://housing.uvic.ca/ads/>

This free on-line service for temporary and permanent rental housing includes many sabbatical leave rentals.

Maternity and Parental Leave, including adoption leave

http://web.uvic.ca/vpac/framework-2008/FA2008_June2011Revised.pdf Article 49.0

For eligible faculty and librarians, maternity leave can extend for up to one year, with up to 35 weeks at 95% of salary; parental leave (including adoption) can extend for up to 37 weeks, with up to 18 weeks at 95% of salary. The tenure clock may be stopped for one year if the leave extends for 15 weeks or more (Article 20).

Sabbatical Leave Provisions

http://web.uvic.ca/vpac/framework-2008/FA2008_June2011Revised.pdf Articles 43.0 - 48.0

The University provides a flexible study leave framework that allows faculty to request study leaves every three years or every six years.

BENEFITS

For a complete description of plans, eligibility requirements and current costs, check the Regular Faculty and Librarian Staff Handbook at <http://web.uvic.ca/hr/benefits/FacultyRev-%202010.pdf> or contact the Human Resources Benefits Staff at (250) 721-6522 and they will be happy to assist you. Premiums are cost-shared with the employee or, in the case of certain plans, paid entirely by the University.

Health Care

- Coverage under the government medical services plan for physician and hospital care, diagnostic services and maternity care
- Cost-shared coverage for newly arrived employees prior to eligibility for provincial medical plan
- Extended health care coverage including naturopathic physicians, chiropractic services, semi-private/private hospital rooms, podiatric services, orthotics, hearing aids, vision care, private duty nursing, physiotherapy, massage therapy, speech therapy, counselling, acupuncture, prescriptions

Health Care (continued)

- Emergency out-of-province medical care
- Generous Sick Leave and Long Term Disability coverage

Dental Care

- Comprehensive dental coverage including orthodontics, major restorative, diagnostic and preventive services

Pension Plan

- Provides an income upon retirement with a variety of payout options, offering you flexibility.
- Early retirement option beginning at 55 years of age.
- Canada Pension Plan and Old Age Security Plan are provided by the Government of Canada. You may also be eligible for a pension from your country of origin or from your previous employer.

Group Life Insurance

- Basic life insurance coverage is provided through the university as a taxable benefit. This coverage provides your beneficiary or estate with an amount equivalent to 2 times your annual salary. Additional coverage is available at a reasonable cost for you and your spouse/partner.

Same Sex Partner Benefits

- University of Victoria provides benefits to same sex partners. Benefits coverage is granted to legal spouses and to common-law partners, i.e. a person who has been publicly represented as your spouse (for at least one year in the case of group benefits or two years for pension benefits).

Counselling

<http://web.uvic.ca/hr/benefits/efap.html>

- Employee and Family Assistance Program (EFAP) provides you and your family with free confidential short-term counselling, information and referral services for personal problems that may affect your family life, work life or general well-being.

SERVICES

Athletics and Recreation

<http://athrec.uvic.ca/>

- UVic has the largest fitness and weight center in Victoria. Faculty members receive a free RecPlus membership to Athletics and Recreation facilities including the McKinnon Gym weight room, swimming, indoor/outdoor tennis, racquetball, squash, yoga, skating and beach volleyball. Rent canoes and tents from the Outdoor Recreation Resource Centre and learn about the wonderful wilderness hikes on our doorstep.

University Club

<http://club.uvic.ca/>

- Free membership in the University's beautiful dining and lounge facility for the first year of your appointment.

University Bookstore

www.uvicbookstore.ca

- State-of-the-art on-line services including digital coursepack preparation
- Faculty appreciation events and extensive promotion of faculty publications

Film, Fine Arts and Culture

- Vast array of fine arts and cultural programming on campus including the Phoenix Theatre (<http://finearts.uvic.ca/theatre/season/>), University of Victoria Art Collections (<http://uvac.uvic.ca>), Faculty of Music concerts (<http://finearts.uvic.ca/music/events/index.shtml>), Farquhar Auditorium (<http://www.auditorium.uvic.ca>) and the Victoria Symphony Orchestra (<http://www.victoriasymphony.bc.ca>)
- Cinecenta screens first run, repertory, family and international films at discounted rates in its 300 seat Dolby stereo sound equipped theatre. <http://www.cinecenta.com>

Child Care

<http://stas.uvic.ca/childcare/>

- High quality licensed child care on campus for children from birth through twelve years of age, including summer programs. Apply well in advance as demand exceeds availability for these programs.