

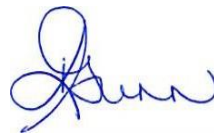
SUB Plan – Canadian Baptists of Atlantic Canada

1. The following group(s) of employees is/are covered by the plan: All full time and permanent part time employees.
2. The plan supplements EI benefits received by workers for unemployment caused by illness, injury, quarantine or temporary stoppage of work.
3. Verification that the employees have applied for and are in receipt of EI benefits will be made before SUB payments are paid.
4. The SUB is payable at 100% of the employee's normal weekly earnings while the employee is serving the one-week EI waiting period, if applicable.
5. The SUB is payable at 95% of the employee's normal weekly earnings for one week once the EI payments have been exhausted.
6. The plan provides that the gross amount of EI benefit plus SUB payment from this employment will not exceed 95% of the employee's normal weekly earnings.
7. The SUB benefit will be paid for 17 weeks for illness, injury or quarantine, and up to the maximum allowable period for temporary stoppage of work.
8. a) The duration of the plan is from March 10, 2020 to March 10, 2025.
b) Service Canada – SUB program will be informed in writing of any change to the plan within (30) days of the effective date of the change.
9. a) The plan is financed by the employer's general revenues.
b) A separate record of the SUB payments will be kept.
10. Payments of guaranteed annual remuneration, deferred remuneration or severance pay will not be reduced or increased by payments received under the SUB plan.

Signature(s) of authorized officer(s).



Heather Burke
Director of Finance



Karen Gunn
Benefits Coordinator

Date March 25, 2020