

Carleton University's response (using MSWord tracked change) on Article 40.2 with respect to collective bargaining with the Carleton University Academic Staff Association (CUASA) CUASA proposal

Without Prejudice

Date: ~~June 11~~ August 08, 2012

ARTICLE 40: BENEFIT PLANS

40.2 Health Benefit Plans - Cost-Sharing Arrangements

- (a) The cost of premiums for the Group Life Insurance Plan shall be borne wholly by employees.
- (b) The cost of premiums for the Long Term Disability Plan shall be borne wholly by employees.
- (c) For the Extended Health Care Plan, the full premium. Effective September 1, 2009, ~~September 1, 2009, date to be inserted~~, the Extended Health Care Plan shall provide vision care of ~~\$400.00~~ ~~\$500.00~~ ~~\$400.00~~ maximum with no deductible every twenty-four (24) months with ~~80%~~ ~~100%~~ ~~80%~~ reimbursement; **hearing aid coverage with 100% reimbursement of actual cost; acupuncture to be added to the list of paramedical services; and the limit on chiropractic and massage therapy shall be increased to \$500.00 at 100% reimbursement; drugs and medical devices that require prescription with 100% reimbursement.**
- (d) For the Dental Plan, the full premium costs. ~~January~~ May 1, 2007 ~~2012~~, Effective January 1, 2007, the Dental Plan shall provide annual coverage of ~~80~~ ~~100~~ ~~80~~% of the cost of eligible orthodontic treatment per person covered per calendar year to a maximum of ~~\$2,500~~ ~~\$4,000.00~~ ~~\$2,500.00~~ per person in a lifetime.