

# news from CUASA

BENEFITS IMPROVEMENT SURVEY

November, 1981

Dear Colleague,

The purpose of this letter is to solicit suggestions for improvements in the package of benefits available to Carleton academic staff. An ad hoc benefits committee has been set up by CUASA in order to review these suggestions and to facilitate their possible implementation. The committee is comprised of myself, Les Copley, Dave Bennett, Mike Fox and Bill Jones. If you have any suggestions please put them in writing and send them to me: John Callahan, School of Commerce, Arts Tower 901.

A number of suggestions have already been received by the committee. These include:

- (i) reduced life insurance rates for non-smokers,
- (ii) an increase in the maximum life insurance available to faculty members,
- (iii) increased medical benefits payable because of the number of doctors who now charge more than the OHIP fee schedule, and
- (iv) increased portability and survivor benefits for the pension plan.

The pension committee is committed to look at a number of pension benefit improvements, including the aforementioned portability and survivor benefits, regardless of the outcome of the current vote to change benefits. In addition, the employer is currently exploring the possibility of marketing, as a package, the Group-Life Insurance, Long-Term Disability, Extended Health Care and Dental Plans in order to get a better price than if the Plans were marketed separately. This opens up the possibility of changing the plans to better fit our needs. If you wish input into these decisions, write now.

Sincerely,



John Callahan,  
Acting Benefits Chairman, CUASA