

Article 40: BENEFIT PLANS

40.2 Health Benefit Plans - Cost-Sharing Arrangements

The employer shall contribute to the costs of Health Benefit Plans stipulated in Article 40.1(a) as follows ~~based on premium rates in effect as of April 30th, 2003 in 40.2(a)-(d) and~~ as amended by 40.3 (a) and (b).

(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~~ **date to be inserted**, the Extended Health Care Plan shall provide vision care of ~~\$400.00-~~ \$500.00 maximum with no deductible every twenty-four (24) months with 80% reimbursement; hearing aid coverage with 80% reimbursement of actual cost; acupuncture shall be added to the list of paramedical services; and the limit on chiropractic and massage therapy shall be increased to \$500.

(d) For the Dental Plan, the full premium costs. Effective January 1, 2007, the Dental Plan shall provide annual coverage of 80% of the cost of eligible orthodontic treatment per person covered per calendar year to a maximum of \$2,500 per person in a lifetime.

40.3 Health Benefit Plans - Premium Increases and Rebates

(a) In the event that the premium rates in effect for the Health Benefit Plans referred to in Article 40.1(a) change on or after ~~May 1, 1998~~ May 1, 2010, one-half (1/2) of the cost of such change shall be passed on to the employees. The employer will bear the remainder of the cost of such change.

40.9 Benefits for Retired Members

(d) (iii) Remuneration for teaching pursuant to (i) above shall not be less than ~~\$12,300-~~ \$13,030 per full credit course or equivalent or ~~\$6,270~~ \$6,650 for a one-half credit course or equivalent.

40.12 Professional Expense Reimbursement

**CUASA PROPOSAL**  
**14 October 2010**

(a) The employer shall make available to each member of the bargaining unit a sum for the purchase of items related to the performance of his/her professional and/or teaching duties. A member may use this sum, provided s/he presents the dean with receipts or records of purchase, for the purchase of books, equipment, or memberships in professional associations and/or for travel related expenses not covered by or in excess of other travel grants.

(i) for the period May 1st, ~~2009~~ 2010 to April 30th, ~~2010~~ 2011 the sum shall be ~~\$1,200.00~~ \$1,800.00.

Article 41: CAREER DEVELOPMENT INCREMENTS

41.5 (f) To Be Calculated upon final agreement.

Article 43: SUMMER SCHOOL STIPEND

43.1 The teaching of scheduled summer school courses by employees in addition to their normal workload, as provided in Article 13, shall be subject to additional compensation at the rate of not less than ~~\$11,000~~ \$12,290 for a full-credit course and ~~\$5,500~~ \$6,150 for a half credit course in ~~2009-10~~ 2010-11.

ARTICLE 45: FINANCIAL COMPENSATION

45.2

- (a) Subject to Article 45.3 below, the nominal salary as of April 30th, ~~2009~~ 2010, of each continuing employee shall be increased by ~~\$400~~ \$2,400 in the form of an equity adjustment.
- (b) Subject to Article 45.3 below, the nominal salary in Article 45.2 (a) shall be increased by ~~1.5%~~ 3.0%
- (c) Subject to Article 45.3 below, the nominal salary in Article 45.2 (a) shall be increased by a market sector adjustment of ~~0.74%~~ 2.5%.

45.3

Effective May 1st, ~~2009~~ 2010, salary floors shall be established in accordance with Article 45 as follows:

To Be Calculated upon final agreement