

CUASA proposal  
Date: June 11, 2012

## ARTICLE 40: BENEFIT PLANS (reserve)

### 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, 1998: **2012**.

(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%~~ **100%** 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. Effective ~~January-May 1, 2007~~ **2012**, the Dental Plan shall provide annual coverage of ~~80~~**100**% of the cost of eligible orthodontic treatment per person covered per calendar year to a maximum of ~~\$2,500~~ **\$4,000.00** 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, 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.~~

~~(b)~~

~~One half (1/2) of any rebates for any of the Health Benefit Plans referred to in Article 40.1 shall be passed on to the employees in the same manner as changes in premium rates. The remainder shall accrue to the employer.~~

### 40.9 Benefits for Retired Employees

(e) ~~Where the dean of the appropriate Faculty agrees in writing,~~ Upon the recommendation of the department, that there is a continuing need for graduate supervision by a particular retired faculty member, the retired faculty member will be permitted to elect to continue the supervision or not. If the retired member elects to continue the supervision, the retired member shall be paid the sum of ~~\$2,000~~ **\$2,500.00** when the Master research thesis is accepted by Graduate Studies and ~~\$4,000~~ **\$5,000.00** when the PhD research thesis is accepted by Graduate Studies.