

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

### **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) ~~Onehalf (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.~~

### **40.3 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) Onehalf (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.