

CUASA Proposals

Collective Bargaining 2017

Monetary Package: Part II

May 16, 2018

These proposals set out CUASA's bargaining position on the individual articles included as of this date. CUASA reserves the right to amend its position, including the right to add, modify or delete any component of each individual article if not accepted in its entirety.

Article 40: Benefit Plans

- 40.1 (a) For the period of this Agreement, Health Benefit Plans for employees will be those in effect as of May 1, 1998, as follows:
- (i) The Group-Life Insurance Plan;
 - (ii) The Long-Term Disability Plan;
 - (iii) The Extended Health Care Plan;
 - (iv) The Dental Plan.
- (b) For those who are eligible, membership in the Plans listed in (a) above is a condition of employment.
- (c) **No changes shall be made to the coverage of the Group Life, Supplementary Medical Insurance, Long Term Disability and Dental plans except as a result of negotiations between the Employer and the Union or as may be required by law.**

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.

- (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~~ **2017**, the Extended Health Care Plan shall provide vision care of ~~\$400.00~~ **\$1,200.00** maximum with no deductible every twenty-four (24) months with 80% reimbursement, **shall provide orthotics benefits of \$800.00 maximum with no deductible per person every calendar year with 80% reimbursement, and shall provide massage therapy benefits of \$800.00 maximum with no deductible per person every calendar year with 100% reimbursement.**
- (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 **or implant** treatment per person covered per calendar year to a maximum of \$2,500 ~~per person in a lifetime.~~

40.3 Health Benefit Plans - Premiums ~~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. The Employer shall bear 100% of the cost of all Health, Dental, and Benefit Plans.~~
- ~~(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

- (a) For those employees hired before November 28, 2007, employees who retire at or after fifty-five (55) years of age, and who have at least five (5) years of continuous service at the University and who were members of the respective Plans at retirement will continue as members of the following Plans with the premiums paid for wholly by the Employer:
 - (i) the Extended Health Care Plan; and
 - (ii) the Dental Plan.
- (b) For those employees hired after November 28, 2007 who retire at or after fifty-five (55) years of age, and:
 - (i) who have at least eight (8) years of continuous service at the University shall continue as members of the Plans listed in 40.9(a) above, with the premiums paid for wholly by the Employer;
 - (ii) who have at least four (4) years of continuous service at the University shall continue as members of the Plans listed in 40.9(a) above, with the premiums paid in accordance with Article 40.2 and 40.3(a); and,
 - (iii) employees who do not qualify under (i) or (ii) above shall have the right to participate in these Plans with the premiums paid for wholly by the retired member.
- (c) Employees who retire at or after fifty-five (55) years of age, and who have at least five (5) years of continuous service to the University, shall continue to have, access to the University Library, the athletic facilities and health services. A special I.D. card will be issued on request.
- (d)
 - (i) Where a retired employee applies for contract teaching pursuant to this Article, they will be appointed if, in the opinion of the department, their qualifications and experience are demonstrably equal to those of the best candidate who meets the requirements of the position.
 - (ii) The Employer shall make reasonable efforts to provide teaching for retired

members of the bargaining unit and in accordance with (i) above, such retired employees shall have preference to teach up to the equivalent of two (2) full credit courses per calendar year.

(iii) Remuneration for teaching pursuant to (i) above shall not be less than:

(1) ~~\$13,447 per full credit course or equivalent or \$6,861 for a one-half credit course or equivalent in 2014-15;~~ **\$14,612 for a full credit course and \$7,306 for a half credit course, effective May 1, 2017;**

(2) ~~\$13,675 per full credit course or equivalent or \$6,978 for a one-half credit course or equivalent in 2015-16;~~ **\$14,904 for a full credit course and \$7,452 for a half credit course effective May 1, 2018.**

(3) ~~\$13,894 per full credit course or equivalent or \$7,089 for a one-half credit course or equivalent in 2016-17.~~ **\$15,200 for a full credit course and \$7,601 for a half credit course effective May 1, 2019.**

(4) **\$15,504 for a full credit course and \$7,753 for a half credit course effective May 1, 2020.**

(iv) **Where a contract is cancelled not more than 4 weeks before the first scheduled class, the Employer shall pay a minimum preparation fee based on the following scale:**

- **not less than 3 weeks before class \$650;**
- **less than 3 weeks but more than 1 week before class \$750;**
- **1 week or less before class \$1,100.**

(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 when the Master research thesis is accepted by Graduate Studies and \$4,000 when the PhD research thesis is accepted by Graduate Studies.

(f) **Such faculty shall be eligible for a PER (as per 40.12) not to exceed \$1,000.00 per student annually, until the Master or PhD research thesis is accepted by Graduate Studies or the student withdraws.**

40.12 Professional Expense Reimbursement

(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 their professional and/or teaching duties. A member may use this sum, provided they present 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, ~~2014~~ **2017** to April 30th, ~~2015~~ **2018** the sum shall be ~~\$2,000.00~~ **\$3,250.00**.
 - (ii) for the period May 1st, ~~2015~~ **2018** to April 30th, ~~2016~~ **2019** the sum shall be ~~\$2,000.00~~ **\$3,750.00**.
 - (iii) for the period May 1st, ~~2016~~ **2019** to April 30th, ~~2017~~ **2020** the sum shall be ~~\$2,000.00~~ **\$4,500.00**.
 - (iv) **for the period May 1st, 2020 to April 30th, 2021 the sum shall be \$5,000.**
- (b) Any employee who takes leave of absence without pay as in Article 20.1, of one hundred and eighty (180) days or more during the twelve (12) month period commencing May 1st and ending April 30th shall have their annual entitlement pro-rated and may only use the pro-rated sum.
- (c) On each May 1st, unspent portions will be carried over provided the total does not exceed ~~three (3)~~ **five (5)** years entitlement. On each May 1st, balances in excess of ~~three (3)~~ **five (5)** years will be permanently removed and transferred to the CUASA Scholarship Fund.
- (d) Amounts transferred to an individual's Professional Expense Reimbursement fund pursuant to Article 42.4(a) shall not count towards the maximum entitlement permitted to be carried forward.