

**Insurance plans**

- Increase for psychologist visits reimbursements from one thousand dollars (\$1,000) to one thousand five hundred dollars (\$1,500).
- Add hearing aids to health insurance with a limit for two thousand dollars (\$2,000) every two years.

**Stays in private accommodations**

\*36.3.1 The amounts that may be claimed as travel expenses shall be as follows.

- Transportation by private automobile: The rates set out by the Treasury Board of Canada will be used in determining the reimbursement rate for transportation by private automobile. These rates will be verified on 1 July of each year and modified accordingly.
- Private accommodations: The reimbursement rate will be \$~~20~~40.00 per night.
- Living expenses - breakfast, lunch, dinner and incidental expenses or composite allowance: The reimbursement rates for daily living expenses will be as in the most recent Treasury Board policy on travel expenses.
- Taxi: Vouchers are required for single trip charges over \$15.00.

**Insurance plans and retirees**

\*38.2.4.2 Life insurance arrangements, ~~in effect on 1 May 1990 for members retired prior to that date,~~ will be maintained for all retired members.

\*38.2.4.3 Where a member retires prior to ~~the normal retirement date~~ attaining the age of 71, to set out in the University of Ottawa Pension Plan, the member may, until she attains ~~such normal retirement the~~ age of 71, participate in the supplementary health and dental insurance benefits provided to members pursuant to 40.1.1.1(c) and (h). ~~Where the member opts to so participate, she shall pay the employer's contribution for that benefit plan, determined in accordance with 40.1.1.5(b).~~ When the retired member who resides in Ontario attains the age 65, the continuation of benefits shall be integrated with the provincial drug Benefit program in such as the University will be considered as the second payer (after the government programs) for drug coverage. When the retired member who resides in Quebec attains the age 65, the member can choose to integrate the University Benefit program with the provincial drug Benefit program for drug coverage. If the member who resides in Quebec chooses to integrate with the provincial drug Benefit program with the University considered as the second payer, they will receive an additional six hundred dollars (600\$) per year in their Health Care Spending Account (HCSA) for retirees.

**Provincial Integration**

\*40.1.1.1 The employer agrees to provide to members, subject to the provisions of this article, the employee benefits listed below. In the case of members who continue to work after the normal retirement date, the benefit under 40.1.1.1(a) shall not be provided after that date, but all of the other benefits listed herein shall continue to be provided without age restriction in the same manner and under the same conditions as for all other members. When a member who resides in Ontario attains the age 65, the continuation of benefits shall be integrated with the provincial drug Benefit program in such as the University will be considered as the second payer (after the government programs) for drug coverage. When a member who resides in Quebec attains the age 65, the member can choose to integrate the University Benefit program with the provincial drug Benefit program for drug coverage. If the member who resides in Quebec chooses to integrate with the provincial drug Benefit program the University will be considered as the second payer, and the member will receive an additional six hundred dollars (600\$) per year in their Health Care Spending Account (HCSA). The terms and conditions of the benefits listed below -- as they existed at the

expiry of the preceding (2001-2004) collective agreement -- are set out in appendix A, or in the documents listed in appendix B, as the case may be.

- (a) Long-term disability benefits.
- (b) Basic group life insurance benefits.
- (c) Supplementary health insurance benefits.
- (d) University of Ottawa Pension Plan benefits.
- (e) Optional life insurance benefits.
- (f) Voluntary accident insurance benefits.
- (g) Workers' accident insurance benefits.
- (h) Dental insurance plan.

The employer shall forward to the Association a copy of any document received at any time by the employer, or distributed to members by the employer, which serves to describe, clarify or modify any of the terms or conditions of any employee benefit plan.

### Benefits for short-term employees

\*40.1.1.2 Any member whose appointment at the University of Ottawa is for a period of at least 2 consecutive terms or, in the case of librarian members, for a period of at least 6 months -- including a member for whom all or part of the salary is reimbursed to the University of Ottawa by an outside agency -- shall contribute to, and be entitled to receive the same benefits that regular members receive~~the employee benefit plans listed in 40.1.1.1.~~

Any member whose appointment at the University of Ottawa is for a period of less than 2 consecutive terms or, in the case of librarian members, for a period of less than 6 months -- including a member for whom all or part of the salary is reimbursed to the University of Ottawa by an outside agency -- shall receive twenty percent (20%) of pay in lieu of benefits and also be entitled to the benefits listed in article 40.6 (Tuition fees) and 40.9 (PER).

### Time spent outside the country

\*40.1.3.1 In order that the employer may secure uninterrupted insurance coverage, the member shall, wherever possible, inform Human Resources no less than twenty (20) days prior to departure when planning to be absent from Canada in circumstances in which either (a) or, (b) ~~or (c)~~ below apply.

- (a) The member plans to be absent from Canada for more than six (6) months.
- (b) The member's destination, regardless of length of stay, is a high risk country, region or a country or high risk-territory that is identified by a Canadian federal or provincial government department or agency as a-dangerous where Canadians should either avoid non-essential travel, or avoid all travel. Human Resources shall provide on its website the links of such identified destinations ~~potentially subject to such concerns.~~
- ~~(c) The member's destination, regardless of length of stay, is considered a hazardous geographical territory. Members should consult with Human Resources in such a case.~~

The written notice will indicate the expected dates of departure and return, the reason for the absence, the countries and regions to be visited, and the member's address at the destinations during the absence, if available. If required, the Employer will provide a letter confirming the employment status of the member.

The member shall seek confirmation of out of country insurability coverage from the Ontario Health Insurance Plan (OHIP) according to the procedures in place at the time that the request is being made. If requested, Human Resources will assist the member with this process.

- \*40.1.3.2 Upon receipt of the above notice, Human Resources shall:
- (a) contact the insurance provider to seek insurability, ~~which determination shall be at the insurer's sole discretion;~~
  - (b) inform the Office of Risk Management when the destination(s) visited is a destination as described in 40.1.3.1(b) ~~or (c);~~
  - ~~(c) If insurance coverage cannot be secured and the member is so informed by the Human Resources or the Office of Risk Management but chooses to travel to a destination as described in 40.1.3.1, she shall be considered on annual leave without any assigned duties.~~

Notwithstanding the foregoing, no notice under 40.1.3 shall be required in respect of any absence during a member's vacation leave unless such vacation is being spent in a county listed under 40.1.3.1(b) ~~or (c).~~

### Moving costs

- \*40.5.2.2 The employer shall reimburse the member's relocation expenses as follows: 100% of the first \$~~1-5,000~~, and 75% of any further amount ~~above the initial up to the next \$1-5,000, and up to a maximum total payment of 50% on the following \$5-10,000~~ in terms of Canadian dollars. The parties may agree to exceptions to this limit. The Administrative Committee or its delegate may authorize advances for relocation expenses.

### Tuition

- \*40.6.1.1 The following persons are entitled to a benefit under this section for government-funded courses with academic credit or government-funded regular programs of study, or the equivalent in non-publicly funded recognized universities.
- (a) a member's spouse;
  - (b) a member's child or dependent, provided that the child or dependent has not yet attained the age of ~~26-thirty (30)~~ on the date of commencement of the term for which the benefit is to be received, it being understood that the Administrative Committee or its delegate may allow exceptions to this age limit;
  - (c) spouses, children, and dependents of members on leave or receiving LTD benefits are eligible, as well as those of retirees as per current 40.6.1.2.

### ~~40.6.3 Tuition support benefit~~

~~Effective 18 June 2009, the benefit under this subsection is discontinued, it being understood that the provisions respecting the benefit pursuant to subsection 40.6.3 of the 2004-2008 collective agreement shall continue to apply to any spouse, child or dependent registered at institutions other than the University of Ottawa as of September 2009, until such time as the student completes the program registered in as of September 2009 or until 31 August 2013, whichever comes first.~~

### **40.6.43 Provisions for members of the bargaining unit**

*Also fix numbering of sub-articles.*

### **40.6.54 Second-language courses**

*Also fix numbering of sub-articles.*

### **APPENDIX I This page left blank intentionally ~~Tuition support benefit (old text)~~**

**PER**

\*40.9.1 The employer shall reimburse every member for allowable professional expenses incurred by the member in each calendar year on behalf of the employer in carrying out employment duties or in acquiring supplies or equipment related to the performance of such duties, as follows:

Effective 1 January ~~2009~~2017: ~~\$1,5502,000~~.

~~Effective 1 January 2010: \$1,600.~~

~~Effective 1 January 2011: \$1,625.~~

Effective 2018 and subsequent calendar years: the amount shall be increased each 1 January by the amount by which all members' nominal salaries are adjusted under 41.2 in the concurrent period 1 May to 30 April. Where negotiations for these adjustments to nominal salaries have not yet been concluded in time to make the PER adjustment for the start of a given calendar year, any such additional sums will be added to the account in the calendar year following ratification. PER shall not be prorated.

40.9.2 Allowable professional expenses include items such as membership fees for professional societies, travel expenses as per article 36 including per diems expenses (no original receipt required), and registration fees for conferences related to the member's professional responsibilities, publication costs, and purchase of instructional and research material (e.g., books, equipment, supplies, software, journal subscriptions).

\*40.9.4 For each year, effective 1 May, the Employer will provide the amount specified under 40.9.1 in the member's PER fund account. Funds in this account will be used to reimburse a member for allowable expenditures, as defined in article 40.9.2, when the member provides a written request on the form provided, and attaches all original receipts except when claiming living expenses as defined in article 36.3.1(c). Notwithstanding the reimbursement nature of the PER fund account, a member may request that the Employer provide a PO number to the vendor, drawn from the PER fund account, for the purchase of allowable items or services where such items are only available or otherwise discounted for institutional purchase.

**Health Care Spending Account for retirees**

\*40.10.1 Members retiring on or after 1 May 2001 shall, per calendar year, have access to a Health Care Spending Account (HCSA) of the amount set out below, funded by the employer (with a carry over of expenses from the previous calendar year, as per Income Tax Act rules).

Effective ~~2009~~2017 calendar year: ~~\$1,1602,000~~.

~~Effective 2010 calendar year: \$1,200.~~

~~Effective 2011 calendar year: \$1,250.~~

Effective 2018 and subsequent calendar years: the amount shall be increased each 1 January by the amount by which all members' nominal salaries are adjusted under 41.2 in the concurrent period 1 May to 30 April. Where negotiations for these adjustments to nominal salaries have not yet been concluded in time to make the HCSA for retirees adjustment for the start of a given calendar year, any such additional sums will be added to the account in the calendar year following ratification.

**Childcare**

40.13 Childcare

40.13.1 The Parties recognize the desirability of the availability of high quality, affordable child care services for children of staff, students and other members of the University.

40.13.2 **Childcare Fund** As of January 1, 2017, the Employer will provide one hundred thousand dollars (\$100,000) per year to the APUO to finance a Childcare Fund. The APUO will provide subsidies to members as per the APUO Childcare Policy. This Childcare Fund shall be used solely for the purpose of providing financial assistance, on an objective basis, to members of APUO. The parties agree that the criteria may include, but not be limited to, the impact of child care expenses and the impact of increases in education-related expenses. The APUO will provide a financial report to the Employer by September 30 of the following year. The Childcare Fund must be spent within three (3) years of the deposit date. Funds not spent after three (3) years will be refunded to the Employer.

40.13.3 **Childcare Infrastructure Fund** As of January 1, 2017, the Employer will contribute one million dollars (\$1,000,000) per year to the Childcare Infrastructure Fund. The Childcare Infrastructure Fund shall be used solely for the creation of new childcare infrastructure on or near the uOttawa campus. The Employer will provide a financial report to the APUO by September 30 of the following year. The Childcare Infrastructure Funds must be spent within five (5) years of the contribution date.