

### Insurance plans

- Increase extended health benefits coverage from 80% to 100%.
- Increase vision coverage from \$250 to \$400
- Increase dental care coverage from 80% to 100%

### 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).

**TUITION**

- \*40.6.1.2 Where a Member retires or dies, the benefits provided by this section shall continue as if she were still a Member, for a period of ~~five-ten~~ (510) years following the Member's retirement or death or, where the Member retired prior to the normal retirement date set out in the pension plan, until the Member attains age seventy (705), it being understood that a person benefiting under 40.6.1.1 who has begun a program of studies before the Member's retirement or death will be entitled to the benefit until she completes that program.

**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 2011: ~~\$1,6252,000~~.

Effective 2019 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. 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 expenses defined in article 36.3.1. 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~~ who have retired from the University 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 2011 calendar year: \$1,250~~

Effective 2017~~8~~ calendar year: ~~\$1,3503,000~~.

Effective 2019 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.