

## **MODEL BENEFIT LANGUAGE**

This is a work in Progress – and these are just suggestions. All benefits are negotiable with the exception of those locals whose benefits are currently under the SSBA and those who are members of MEPP. Additionally, as well as the percentage of coverage that is Employer paid, we need to be concerned about the level of coverage that is being provided.

### **Joint Employee Benefit Plan Committee**

All employee benefit plans shall be fully negotiable. Accordingly, a Labour-Management Committee on Employee Benefit plans, including Pensions, shall be established to administer, study and re-view all employee benefit plans and to make improvements that are mutually agreed. The Committee shall have equal representation from the Union and the Employer. Either party may make use of technical advisors as required. The Committee shall have full access to all pertinent information concerning the benefit plans.

### **Benefit Premiums**

Payment of benefit premiums shall be as follows:

Group Life	- 100% Employer Sponsored
Accidental Death and Dismemberment	- 100% Employer Sponsored
Long-term Disability	- 100% Employer Sponsored
Employee Assistance Plan	- 100% Employer Sponsored
Weekly Indemnity	- 100% Employer Sponsored
Dependent Life	- 100% Employer Sponsored
Vision Care	- 100% Employer Sponsored
Health	- 100% Employer Sponsored
Dental	- 100% Employer Sponsored

### **Annual Employee Benefit Statement**

At the start of each school year the Employer shall provide each employee with a detailed Employee Benefit statement which shall outline, in clear, simple and concise terms, the benefits received as listed above and their cost, including also sick leave and vacation credits.

## **BEST EXISTING LANGUAGE** **CUPE L4607 – ILE-A-LA-CROSSE**

### **Employee Benefits Plan**

The Board shall implement the Saskatchewan School Boards Association Group Benefit Plan as follows:

Group Life	- 100% Employer Sponsored
Accidental Death and Dismemberment – Plan B	- 100% Employer Sponsored
Long-term Disability	- 100% Employer Sponsored
Employee Assistance Plan	- 100% Employer Sponsored
Weekly Indemnity	- 100% Employer Sponsored
Dependent Life – Plan A	- 100% Employer Sponsored
Vision Care – Plan A	- 100% Employer Sponsored
Health – Plan B	- 100% Employer Sponsored
Dental - Plan C	- 100% Employer Sponsored

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