



(Canadian Office and Professional Employees Union, Local 378)

**Teamsters 155  
PROPOSALS 2024  
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
	Appendix "C"	Appendix "C" Section 5 (3)(i) – <i>Rescinded as per Union &amp; Employer Agreement – June 21, 2024</i>	

**APPENDIX "C"**

**HEALTH and WELFARE PLANS GROUP NO. 904569**

**Section 1 BC Medical Services Plan**

The Employer agrees to provide and pay the full cost of the Medical Services Plan for British Columbia as outlined below:

1. Participation in the Plans by each regular and regular part-time employee working twenty (20) hours or more per week covered by this Agreement is a condition of employment unless such employee is covered elsewhere under the provisions of another Health and Welfare Program.
2. Coverage for all eligible employees (and their dependants) shall commence the first of the month following employment.
3. Benefits shall be as outlined in the Medical Services Commission regulations.


**Section 2 Wage Indemnity Plan**

The Employer agrees to provide and pay the full cost of a Wage Indemnity Plan (W.I.P.) as outlined below:

1. Participation in the Plan by each regular and regular part-time employee working twenty (20) hours or more per week covered by this Agreement is a condition of employment.
2. Coverage for all eligible employees shall commence the first of the month following completion of the probationary period (528 hours).

E&OE  
Signed off this 4th day of July 2024

For the Union 

For the Employer 

3. The Plan shall be a 1-8-52 Plan with benefits in the amount of seventy-five per cent (75%) of current salary based on one-fifth (1/5) of weekly earnings for each day of work lost as a result of the disability.
4. The Carrier shall be Pacific Blue Cross.
5. The unused portion of sick leave entitlement per Section 1, may be used to augment the W.I.P. to one hundred per cent (100%) of current salary, at the employee's discretion.

**Section 3 Group life Insurance Plan**

The Employer agrees to provide Group Life Insurance Plan as outlined below for each regular and regular part-time employee working twenty (20) or more hours per week:

1. Participation in the Plan by each regular and regular part-time employee covered by this Agreement is a condition of employment.
2. Coverage for all eligible employees shall commence the first of the month following completion of the probationary period (528 hours).
3. Benefits shall be in the sum of one-hundred fifty thousand dollars (\$150,000.00) annual salary covering death from any cause and including benefits for accidental death and dismemberment. The employer agrees to pay for premiums for the first seventy thousand dollars (\$70,000.00) of benefit. The employees shall have the cost of the monthly premiums for the difference in benefits deducted from their wages.
4. The Carrier shall be Pacific Blue Cross.

**Section 4 Dental Plan**

The Union prepaid dental plan shall be made available to all eligible employees working twenty (20) hours or more (and their dependants) desiring same.

Coverage for all eligible employees (and their dependents) shall commence the first of the month following completion of the probationary period (528 hours).

The Employer agrees to pay full premium costs. The Plan shall provide the following benefits:

- one hundred per cent (100%) for Part "A",
- eighty per cent (80%) for Part "B",  
with no limit on total claims value per year.
- Sixty percent (60%) (Ortho coverage, with a Five Thousand (\$5000.00 lifetime limit) for Part "C".

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**Section 5 Extended Health Benefit Plan (E.H.B)**

The Employer agrees to provide and pay the full cost of an E.H.B. Plan as outlined below:

1. Participation in the Plan by each regular and regular part-time employee working twenty (20) hours or more per week covered by this Agreement is a condition of employment.

Coverage for all eligible employees (and their dependents) shall commence on the first of the month following completion of the probationary period (528 hours).

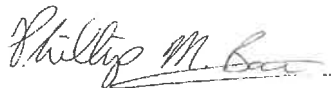
1. The Plan shall include benefits as follows:

- (a) Twenty-five dollars (\$25.00) deductible annually for eligible expenses incurred.
- (b) One hundred per cent (100%) co-insurance for eligible expenses after the deductible has been satisfied.
- (c) A maximum twenty-five thousand dollars (\$25,000.00) limitation for each person covered per twenty-four (24) months.
- (d) Claim of eyeglass, frames, contact lenses and/or corrective laser eye surgery up to four hundred dollars (\$400.00) per person covered per each twelve (12) month period.
- (e) Claim for acupuncture up to six hundred and fifty dollars (\$650.00) per calendar year.
- (f) Claim for Chiropractor up to six hundred and fifty dollars (\$650.00) per calendar year.
- (g) Claim for naturopath up to one thousand dollars (\$1000.00) per calendar year.
- (h) Claim for Podiatrist up to five hundred dollars (\$500.00) per calendar year.
- (i) Claim for ~~Registered Clinical Counsellor or~~ Psychologist up to ~~a combined maximum amount of~~ one thousand dollars (\$1000.00) per calendar year.

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- (j) Claim for Speech Language Pathologist up to one thousand dollars (\$1000.00) per calendar year.
- (k) Claim for Massage Practitioner – no calendar year limit.
- (l) Claim for Hearing Aids and repair three thousand dollars (\$3000.00) every 5 calendar years.
- (m) Claim for Physiotherapist – no calendar year limit.
- (n) Private duty care by a registered nurse for a person with an acute condition in the person’s home.

2. The Carrier shall be Pacific Blue Cross.

**Section 6 Long Term Disability Plan (L.T.D.)**

The Employer agrees to provide and pay the full cost of an L.T.D. Plan as outlined below:

- 1. As in Section 5.
- 2. Coverage for all eligible employees shall commence on the first of the month following completion of the probationary period (528 hours).
- 3. The Plan shall provide benefits as follows:

Seventy-five per cent (75%) of monthly salary to a maximum of two thousand five hundred dollars (\$2,500.00) per month.

Coverage will commence after fifty-two (52) weeks of illness until age sixty-five (65)

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