

CUPE 3903 All-Units Bargaining Proposals [August 31, 2023]: These proposals are tabled without prejudice to the Union’s tabling of additional, new and/or amended proposals in the course of collective bargaining negotiations, and the Union’s interpretation of collective agreement language in any current or future grievance. Unless otherwise agreed any article or provision expiring during the life of 2020-2023 Collective Agreement is hereby renewed.

Sun Life Benefits Plan			
	Article	Change	Proposal
1	Sun Life Benefits Plan	increase paramedical benefits	\$6000 per year coverage for paramedical services for members and dependents
2	Sun Life Benefits Plan	Remove internal cap on paramedical benefits	Remove internal cap on paramedical benefits
3	Sun Life Benefits Plan	Increase dental benefits	\$6000 per year coverage for members and dependents
4	Sun Life Benefits Plan	Add coverage for orthodontics, endodontics, and major dental procedures	100% coverage of orthodontics, endodontics, and major dental procedures for members and dependents
5	Sun Life Benefits Plan	Increase vision care	\$1000 every 24 months for members and dependents
6	Sun Life Benefits Plan	Increase extension of benefits	Benefits extend 9 months after end of last contract
7	NEW	Health, fitness, and wellness initiative	The employer shall provide subsidy to all members for the annual cost membership in an athletic or recreational club or facility or sports league, or subscription, or wellness activity or for the purchase of fitness, health, or wellness equipment and or materials, up to 100% to a maximum of \$500.