

Employer counter proposal – Unit 1 & 2 – Article 10 - LTD

Unit 1

10.15 LONG-TERM DISABILITY PLAN

10.15.1 The Employer shall contribute towards the yearly premiums of the existing ~~UNUM~~ Long-Term Disability Plan or another Long-Term Disability Plan that provides at least the same level of benefits as the existing ~~UNUM~~ plan (the “LTD Plan”). Employees for employees who meet the criteria in (i) and (ii) below shall be enrolled in the plan:

- (i) has at least four months of service to the University and will earn at least \$8,200 (if the fall/winter earnings are less than \$8,200, the previous summer’s earnings will be taken into account to determine eligibility); and
- (ii) is not covered by another Employer-paid long-term disability plan., ~~shall be enrolled in the LTD Plan~~

10.15.2 All provisions concerning the establishment or maintenance of the ~~UNUM Long Term Disability~~ LTD Plan shall be governed by the Labour/Management Committee. It is further recognized and understood that the representatives of the Union are equally entitled to being involved in the processing of claims by the members of the Plan including directly interacting with the representatives of the carrier, any third-party broker, and all administrators of the Employer handling administrative matters relating to such claims. It is recognized that members may initiate claims by way of contact through the Union.

Unit 2

10.12 LONG-TERM DISABILITY PLAN

10.12.1 The Employer shall contribute towards the yearly premiums of the existing ~~UNUM~~ Long-Term Disability Plan or another Long-Term Disability Plan that provides at least the same level of benefits as the existing ~~UNUM~~ plan (the “LTD Plan”). Employees for employees who meet the criteria in (i) and (ii) below shall be enrolled in the plan:

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For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.

The University reserves the right to add, delete or modify its proposals at any time during collective bargaining negotiations. Any agenda items or proposals are without prejudice or precedent to the University's position on any issues regarding the interpretation of the Collective Agreement, including with respect to any current or future grievances.