

Employer counter proposal – Unit 1 – 10.19

Unit 1

10.19 8-MONTH BENEFIT COVERAGE IN LIMITED CIRCUMSTANCES

For employees in the priority pool other than PhD 6 whose employment is in one term only such that there will be a gap of no more than eight months before their next Unit 1 appointment, they will have Dental, Drug and Vision benefits coverage extended for up to eight months rather than ~~four~~ five months. As an administrative matter, any claims after the first five months and before the end of the eight months would not be submitted until the employee returns to work and eligible claims would be promptly paid thereafter.

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.