

BARGAINING

EDUCATION SECTOR

GABRIEL DUMONT INSTITUTE OF NATIVE STUDIES
& APPLIED RESEARCH BARGAINING UNIT

May 2004

A number of specific questions were raised about our group benefit plan, including:

- What percentage of annual salaries currently goes to the following: short term disability, long term disability, vision, dental, extended health, drug plan, life, accidental death and dismemberment insurance?
- What benefits does the employer pay for? What benefits do the employees pay for?
- How many workers contribute to the plan? How many managers contribute to the plan?

We received the following answers:

- Short term disability – Monthly premium calculation example for Faculty 3, Level 8, Annual Salary (\$57,522) = \$18.90 per month. (Note: this rate is dependent on earnings)
- Long term disability – Monthly premium calculation example for Faculty 3, Level 8, Annual Salary (\$57,522) = \$116.52 per month. (Note: this rate is dependent on earnings)
- Employee pays 100% for STD, LTD premiums.
- Employee pays 50% for life insurance premiums. Using the same annual salary example as above, \$10 per month for employee and \$10 per month for employer.
- Employer pays 100% premium for vision, dental, extended health, drug plan, accidental death and dismemberment insurance.
- A total of 73 workers contribute to the plan (dated March 5, 2004).

We appreciated the quick response from management to our questions. We also heard from the membership with regard to 3 items, which we are checking into:

- 1) continuation of benefits upon retirement
- 2) inclusion of compassionate leave, and
- 3) access to our plan for sessional lecturers.

At this point, we have asked SGEU to have a group benefits plan expert study and evaluate our plan and make recommendations to us about options for coverage. If you have any questions or comments, please contact us at 764-8592 (Bente), or 343-8270 (Linda).

Respectfully submitted:

Bente Huntley/Linda Lysyk
BH/LL/jcw

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