

JOB SECURITY PROPOSAL #4: POST RETIREMENT BENEFITS

Current CA language	Latest Employer Proposal (Feb 27)	Latest Union Proposal (Feb 27)
<p>U2 15.27: POST-RETIREMENT BENEFITS</p> <p>The Employer agrees to provide post-retirement benefits coverage for Unit 2 members retiring after December 31, 2008, and their dependents at the time of retirement, defined for the purposes of post-retirement benefits only as the voluntary severance of the employment relationship with the University at or following the date on which the employee first became eligible to receive a monthly pension from the York University Pension Plan, in the form of a retiree health care spending account as follows:</p>	<p>U2 15.27: POST-RETIREMENT BENEFITS</p> <p>The Employer agrees to provide post-retirement benefits coverage for Unit 2 members retiring after December 31, 2008, and their dependents at the time of retirement, defined for the purposes of post-retirement benefits only as the voluntary severance of the employment relationship with the University at or following the date on which the employee first became eligible to receive a monthly pension from the York University Pension Plan, in the form of a retiree health care spending account as follows:</p>	<p>U2 15.27: POST-RETIREMENT BENEFITS</p> <p>The Employer agrees to provide post-retirement benefits coverage for Unit 2 members retiring after December 31, 2008, and their dependents at the time of retirement, defined for the purposes of post-retirement benefits only as the voluntary severance of the employment relationship with the University at or following the date on which the employee first became eligible to receive a monthly pension from the York University Pension Plan, in the form of a retiree health care spending account as follows:</p>
<p>a) each retiree's health care spending account will have an annual limit of \$1800 (in line with paramedic benefits)</p> <p>b) the total annual Employer contribution to cover post-retirement benefits over the term of this collective agreement is a maximum of \$100,000 in each year.</p> <p>Any unspent portion of the Employer's annual contribution will be carried forward to the next year;</p>	<p>a) each retiree's health care spending account will have an annual limit of \$1800;</p> <p>b) the total annual Employer contribution to cover post-retirement benefits over the term of this collective agreement is a maximum of \$100,000 in each year.</p> <p>Any unspent portion of the Employer's annual contribution will be carried forward to the next year;</p>	<p>a) each retiree's health care spending account will have an annual limit of \$1800 <u>\$3000</u> (in line with paramedic benefits)</p> <p>b) the total annual Employer contribution to cover post-retirement benefits over the term of this collective agreement is a maximum of \$100,000 in each year.</p> <p>Any unspent portion of the Employer's annual contribution will be carried forward to the next year;</p>
<p>In order to be eligible for the post-retirement benefits the employee must:</p> <p>a) be enrolled in the York University Pension Plan;</p> <p>b) provide written notice to Pensions and Benefits that she is retiring and</p>	<p>In order to be eligible for the post-retirement benefits the employee must:</p> <p>a) be enrolled in the York University Pension Plan;</p> <p>b) provide <u>a minimum of three month's</u> written notice to Pensions and Benefits</p>	<p>In order to be eligible for the post-retirement benefits the employee must:</p> <p>a) be enrolled in the York University Pension Plan;</p> <p>b) provide written notice to Pensions and Benefits that she is retiring and</p>

<p>permanently sever her employment relationship with the University in the Unit 2 bargaining unit;</p> <p>c) retire the first of the month following the end of her last unit 2 contract;</p> <p>d) elect to receive a monthly pension from the York University Pension Plan.</p> <p>Employees who retire according to the terms of this article shall be accorded a continuation of email privileges, subject to availability.</p>	<p>that she is retiring and permanently severing her employment relationship with the University in the Unit 2 bargaining unit;</p> <p>c) retire the first of <u>no later than five months</u> following the end of her last unit 2 contract; and</p> <p>d) elect to receive a monthly pension from the York University Pension Plan.</p> <p>Employees who retire according to the terms of this article shall be accorded a continuation of email privileges, subject to availability.</p>	<p>permanently sever her employment relationship with the University in the Unit 2 bargaining unit;</p> <p>c) retire the first of the month <u>within 36 months</u> following the end of her last unit 2 contract; d) elect to receive a monthly pension from the York University Pension Plan.</p> <p>Employees who retire according to the terms of this article shall be accorded a continuation of email privileges, subject to availability.</p>
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