

*This proposal is 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.*

New language, with respect to the 2017-2020 CA

New language, with respect to the previous pass of each party

New language, with respect to the previous pass of each party AND the 2017-2020 CA

~~Language that has been removed, with respect to the 2017-2020 CA~~

~~Language that has been removed, with respect to the previous pass of each party~~

### **ARTICLE 15.27: Post-retirement Benefits**

#### **Presented on April 10:**

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, the Employer shall pay the insurance premiums for the Sunlife Extended Health Care and Dental Insurance Plan <https://3903.cupe.ca/files/2020/02/Sunlife-CUPE-3903-Benefit-booklet.pdf> in accordance with 10.11, 10.13,10.14 for each retiree. ~~in the form of a retiree health care spending account as follows:~~

~~a. — each retiree's health care spending account will have an annual limit of \$1800 \$3000 (in line with paramedic benefits)~~

~~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.~~

~~Any unspent portion of the Employer's annual contribution will be carried forward to the next year;~~

In order to be eligible for the post-retirement benefits the employee must:

- a. be enrolled in the York University Pension Plan;
- b. provide written notice to Pensions and Benefits that she is retiring and permanently sever her employment relationship with the University in the Unit 2 bargaining unit;
- c. retire the ~~first of the month~~ within 36 months following the end of her last unit 2 contract; d) elect to receive a monthly pension from the York University Pension Plan.

Employees who retire according to the terms of this article shall be accorded a continuation of email privileges; ~~subject to availability.~~