

ARTICLE 4.51 – FRINGE BENEFITS FOR FULL-TIME FACULTY MEMBERS

Change in coverage effective one month after settlement of this agreement.

Life Insurance:

Increase maximum from \$300,000 to 400,000. No change in cost sharing of premiums.

AD&D:

Increase from \$50,000 to \$400,000. No change in cost sharing of premiums.

LTD:

Increase maximum from \$5,000 to \$5,300

Benefits of spouse and dependents of a member who dies to continue for a period of 2yrs.

Add:

Audiologist and kinesiologist to paramedical practitioners. Increase annual paramedicals practioners limit to \$2,200 per person per benefit year.

Hearing Aids:

Up to \$500 per person in any two (2) consecutive benefit years.

Vision Care:

Purchase and fitting of prescription glasses on elective contact lenses, as well as repairs or elective laser vision correction procedures, up to an overall maximum of \$350 per person in any twenty-four (24) consecutive months.

Psychologist:

Increase the professional services for a certified psychologist only to \$4,000 per person per benefit year.

Dental:

Increase Basic and Major Services Benefit maximum combined which includes Endodontic and Periodontic, from \$2,500 per person per benefit year to \$3,000 per person per benefit year.

Orthodontics:

Currently \$2,500 lifetime per person at 50% - 50% co-insurance. Increase the lifetime maximum to a \$3,000 per person at 50% - 50% co-insurance.

RHBP (Retirees Benefits Plan):

Increase	From: 2007/2008	To: 2008/2009
	Single \$666.61	Single \$800
	Family \$1,124.44	Family \$1,300
	Employee pays additional \$5 per month	