

## Article 41: Benefits

41.01 Members covered by this agreement are entitled to participate in the Concordia University Benefits Program, in accordance with the terms contained therein, including:

- a) Pension Plan for the Employees of the Concordia University;
- b) Concordia Health Care Insurance;
- c) Long-Term Disability Insurance;
- d) Basic Life Insurance;
- e) Dental Care;
- f) Vision Care;
- g) Accidental Death and Dismemberment Insurance;
- h) Optional Life Insurance;
- i) Optional Dependent Life Insurance;
- j) Registered Retirement Savings Plan.

The Employer agrees to maintain the constituent plans a) to f) above for which the cost is borne by the Employer in whole or in part, at the coverage and benefit levels and under the terms and conditions in effect on May 31, 2007 except as may be further modified during the life of this agreement according to the provisions of Article 41.03. The Employer also agrees to maintain the constituent plans g), h), i) and j) above, for which the entire cost is borne by the employees, according to the provisions of Article 41.04. No active members shall be excluded from full participation of any plans b), e), f), and g) on the basis of whether or not they are in receipt of their pension. The nature of their participation in each plan, however, shall be defined by the terms of that plan.

41.02 The Employer agrees to maintain the Concordia Employee Benefits Committee (Benefits Committee) and the Concordia Pension Committee (Pension Committee). The Association shall have two (2) representatives on each Committee, such representatives to have the right and responsibility of full disclosure to the Association of all plans, policies and determinations of both Committees, except for nominative information. Notwithstanding the above, in the case of the Pension Committee the representatives of the Association shall exercise due diligence, and shall act in the interests of all Pension Plan Members. The Association shall notify the Employer, in writing, of the names of two (2) representatives who shall be recognized as representing its members on each Committee until such a time as the Association notifies the Employer, in writing, of a change of representative(s). It is further agreed that the Association's representation on these two (2) Committees shall be no less than the proportional representation in place on November 30, 1995.

41.03 The Employer agrees not to make structural changes to the constituent plans a), b), c), d), e) and f) of Article 41.01 that have financial implications for members without the consent of the Benefits Committee or Pension Committee as appropriate. No changes to the constituent plans g), h) or i) shall be made without the consent of the Benefits Committee. Notwithstanding the above, the Employer shall not be required to implement changes that are demanded by the Benefits Committee and refused by the provider of the benefit, nor shall the Employer be required to continue a constituent plan in case changes such as higher premiums or fees are demanded by the provider and not approved by the Benefits Committee, or the level of participation falls below that required by the provider.

41.04 Any proposals for policy changes in benefits or pension that must be approved by the Benefits Committee or Pension Committee as per Article 41.03 must be distributed to the members of the appropriate Committee at least ten (10) days prior to the meeting at which they will be considered. Documentation required by the Pension Committee for investment review must be distributed to the Committee members at least five (5) days prior to the meeting at which they will be considered.

#### 41.05 Tuition Fee Waiver

- a) Members and their dependents are entitled to a waiver of tuition fees as detailed hereunder for any credit course(s) of Concordia University for which they are eligible to enroll.
- b) For the purposes of these benefits, dependents are defined as: the spouse of the member, and children of the member who are not financially self-supporting.
- c) The provisions of Article 41.05 a) shall apply to tuition waivers for retired members and their dependents.
- d) Members on leave without pay normally are not eligible for educational benefits.
- e) The rules and regulations of the University applicable to students are enforced and applied to members and their dependents when they take courses at the University.
- f) Application procedures for tuition waivers are set out in the Concordia University Policy HR-19.
- g) The Employer shall follow the instructions of the Revenue Departments concerning the taxation status of tuition.

#### 41.06 Health and Recreational Benefits

The parties recognize the need for facilities to enable members to maintain and improve their health and fitness so that they may continue to be effective in their work. The Employer will make every effort to secure access for members to suitable athletic facilities in the Montreal area at reasonable rates.

#### 41.07 French and English Language Instruction and Benefits

Both parties recognize the importance to members and their spouses of fluency in the French and English languages. To this end, the Employer shall make available an appropriate number of places in non-credit courses in the French and English languages every year. Applicants shall be evaluated and placed in the appropriate level course by the Centre for Continuing Education. In order to be reimbursed, participants must attend at least eighty percent (80%) of the classes.

41.08 All other benefits not mentioned in this Article currently in force shall remain in force and shall apply to all members, unless otherwise stipulated.