

Letter of Agreement ("LOA")
Between
Queen's University ("Queen's")

And
Queen's University Faculty Association ("QUFA")

Re: Changes to the existing benefit plan

Whereas Queen's and QUFA ("the Parties") entered into a Letter of Agreement dated July 30, 2015, specifically, LOA #6;

And Whereas LOA #6 contemplates a review of the design of the existing benefit plan followed by a formal RFP process;

Now, therefore, with reference to Article 42.6.2 of the collective agreement, the Parties agree to the following changes to the design of the existing benefit plan, conditional on ratification by both Parties:

Benefit*	Current Plan Design Details	Proposed Plan Design Details
Prescription drugs	No pay-direct drug card	Introduce pay-direct drug card
	\$25 annual deductible	No change
	No generic substitution	Introduce generic substitution
	No dispensing fee maximum	Introduce dispensing fee maximum of \$10 per prescription
Paramedical (chiropractor, podiatrist, osteopath, chiropodist, naturopath)	50% reimbursement up to \$300 per year per practitioner	No change
Paramedical (physiotherapist)	100% reimbursement up to \$55/initial visit and \$35/subsequent visits; no annual maximum	80% reimbursement up to \$500 per year; no per-visit maximum
Registered psychologist	No coverage	Introduce 100% reimbursement up to \$1,000 per year
Speech therapy	100% reimbursement up to \$1,000 per calendar year	No change
Vision (eye examinations)	Up to \$75 every 24 months for QUFA; \$65 every 24 months for all other employee groups	Increase reimbursement to \$100 every 24 months
Vision (glasses, contact lenses, laser eye surgery)	\$250 every 24 months	Increase reimbursement to \$300 every 24 months
Long-Term Disability	COLA provision up to a maximum of 5% per year (based on CPI)	COLA provision up to a maximum of 3% per year (based on CPI)

* All benefit coverage amounts not listed here (e.g. semi-private hospitalization, dental, basic life insurance) remain unchanged.

1. The Employer may introduce additional, optional employee-paid benefits.
2. The above changes do not impact any other specific terms in the collective agreement.
3. Changes to the design of the benefit plan require a decision by both Parties to ratify the proposed changes. For QUFA, this means a ratification vote open to all Bargaining Unit Members. The Association shall share the results of its ratification vote with the University on or before September 14, 2018. A successful ratification would signify the Association's agreement, for purposes of Article 42.6.2 of the Collective Agreement, to amend or change the benefit plan.

Signed this 7th day of September 2018.

Original signed by:



Queen's University

Original signed by:



QUFA