



YUFA

Benefits

[Home](#)

[Feedback](#)

[Archive](#)

Improvements Made in Negotiations to Active & Retiree Benefits

[2012-2015 Collective Agreement](#)

[2009-2012 Collective Agreement](#)

[2006-2009 Collective Agreement](#)

[2003-2006 Collective Agreement](#)

[2001](#)

2012-2015 Collective Agreement

1 Oct 12 - The following improvements to benefits were agreed to in the last round of negotiations:

- Effective 1 October 2012, paramedical benefits (**massage, naturopath, osteopath, podiatrist, and chiropractor**) are now more flexible insofar as active members can now use up to a maximum of \$1,000 per specialty per year per plan member up to an overall total of \$2,500 for these five services.
- Effective 1 May 2013, **retiree major restorative dental benefit** will allow up to 85% of cost (previously, 50%) up to a maximum of \$1,250 per year per plan member.

To see all changes made in this round of bargaining, see the [Memorandum of Settlement](#) (pdf).

2009-2012 Collective Agreement

26 Oct 09 - Several improvements to benefits - for both retired and active members - were agreed to in the last round of negotiations. These are:

- The existing extended health benefits plan will be amended to provide coverage for **immunization for out of country travel** with a yearly maximum of \$200 per covered individual.
- The existing extended health benefits plan for retirees will be amended to provide for an **increase in the lifetime maximum for Out of Country Medical Expenses for retirees** from \$10,000 to \$20,000 per eligible member.
- The existing extended health benefits plan will be amended to **increase vision care** from \$450 per 2 year period to \$550 per 2 year period.

2006-2009 Collective Agreement

7 Nov 07 - Several improvements to benefits - for both retired and active members - were agreed to in the last round of negotiations. These are:

- The benefits applicable to retirees will be modified to increase the existing **annual maximum for dental benefits for retirees from \$1,000 to \$1,250** and to increase the **existing lifetime maximum from \$50,000 to \$75,000**.
- The existing **vision care** coverage for active employees will be increased from \$375 every two years to **\$450** every two years and this vision care coverage can include eye exams, glasses, contact lenses or laser eye surgery.
- Increase the existing lifetime maximum per person for active employees for **orthodontics** from \$5,000 to **\$6,000**.
- Increase the current **hearing aid** coverage for active employees from \$300 every 36 months to **\$2,000 every 36 months**.

2003-2006 Collective Agreement

30 Jun 04 - The new Collective Agreement, ratified on the 5th of September, includes new hearing aid coverage for active members and improved funding security for retiree benefits.

Active members and their families will have \$300 available every 3 years per covered person to reimburse the cost of hearing aids. This level of coverage is consistent with that of other employee groups at York.

The settlement also provides for a 33% increase in employer funding for retiree benefits. The retiree benefits fund will increase from \$300 000 to \$450 000 per year.

According to projections, this amount, along with retiree-paid premiums, will be adequate to fund the current retiree benefits package through 2003.

The new hearing aid benefit will apply in cases where the hearing loss is due to a cause other than an accident. Hearing aids required because of an accident are already covered at 100% of the cost. The change will be implemented and YUFA members notified as soon as possible.

YUFA Post-Retirement Benefits Improved for 2001

Effective 1 February 2001, dental refunds went up to 100% for basic services and 50% for restorative services, with the yearly maximum remaining unchanged. Only percentages changed. The new rates should apply to any bills incurred on or after 1 February 2001.

Also effective 1 February 2001, survivors of deceased retirees will remain members of the plan to the end of the month for which the couple has paid. For a 24 month grace period, beginning on the first of the following month, a survivor will continue to be a member of the plan, paying fees as other single members do. Thereafter a survivor will have the option of remaining in the plan, paying in full for his/her coverage.

Effective 1 October 2000, the deductibles for major medical became \$130 per person covered. (As this date was almost halfway through the deductible year, the insurer has reviewed the files since 1 October 2000 and refunded a member any amount deducted above the new rate.)

These improved benefits are currently in place until 31 December 2001, pending a renewal collective agreement between YUFA and the Board of Governors.

