

**Yes, that is the employer's hand in your pocket...**

## Benefits will cost you more for less

For the first time ever, the employer has proposed to reduce and/or cap your benefits as part of your next collective agreement.

Your team doesn't believe in coincidences. Along with the employer's proposal for part-time employees (who wouldn't receive any benefits) it is fairly clear that MPAC wants to save some money this round.

Let's start with the first piece of news. It's no secret that members are very dissatisfied with the service our current benefit carrier is providing. Changing carriers was a high priority on our demand list.

But the employer beat us to the punch. Before we could raise it at the table, we were informed that the employer had used a provision in the contract with the carrier to renew with Standard Life for another two years.

That pretty much set the tone.

So what's at stake for your benefits? Here's what the employer wants to gouge out of you:

**Dental recall** – A decrease in benefit by extending the recall from six months to nine months.

**Reduced limits on paramedical** – The current benefit is \$25 per visit to a maximum of \$1,200 per year. The employer wants an

increase to \$35 per visit, but a decrease to \$800 per year. Net loss: \$400, and over 25 visits a year not covered at all. Plus, you must have a prescription for massage and physiotherapy.

**Semi-private hospital coverage** – Currently \$125 per day. Employer proposal – eliminate it.

**Orthotics** – No longer can be prescribed by a Chiropractor. Now capped at \$500 per year.

**Orthopaedic Shoes** – no longer can be prescribed by a Chiropractor. Off the shelf shoes no longer covered. Still 75 per cent reimbursement, but capped at \$1,000 per year.

As we said, it looks like the employer wants some big cost savings on benefits. Maybe to have some extra cash laying around for a few more consultants.

**On March 18, tell the employer to leave our benefits alone.**

## Vote yes for the strike mandate