

# **NO MORE CUTS**

## **Rebuild our public services!**

**SECOND  
EDITION  
MAY 14, 2005**

Employer offers zero benefit improvements

# Lay your card down on the table!

Health benefits are important to everyone. All members, at some point, will need a prescription, or dental work, or eyeglasses, or maybe even have to spend time in the hospital.

That's why a benefit plan is so important. Unfortunately, the OPS benefit plan is badly outdated, and improvements are long overdue.

What do we want?

How about semi-private hospital coverage that *actually pays for* the cost of a semi-private room?

How about vision care coverage that *actually pays for* a pair of eyeglasses?

How about having a benefit plan that is based on costs in 2005, not 1985?

We also want the employer to pay for the cost of

the Ontario Health Premium (a tax that they imposed after promising not to impose any new taxes). We want to improve access to Long Term Disability so that members don't have to fight for years to get benefits at a time when they are least able to protect themselves.

Last, but certainly not least, **we want a drug card!** The "pay first, refund later" method for prescription drugs is ridiculous considering the cost of some medications. **NOBODY** should have to check their bank account before deciding whether they can get their pills.

Unfortunately, the employer is moving in the opposite direction, specifically around eye exams for VDT operators.

We have lots of work to do to get these long overdue improvements this round. **We can't afford to wait any longer.**

# What's on the table:

*Bargaining proposal as of May 12, 2005*

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**EMPLOYER  
PROPOSAL**

## VDT Issues

Add the following new Article 9.5.1:

9.5.1 For all the purposes of this Article, the term "VDT operator" shall mean an employee whose job involves the performance of work requiring the continuous use of a computer terminal, including the viewing of a computer screen, for at least 6-½ hours of the employee's shift.

Amend Article 9.6 by changing "At the beginning of assignment to a VDT and annually thereafter" to read "Every two (2) years" and by striking out the words "for two (2) hours or more per day", and delete the last sentence of Article 9.6 and replace with:

"The Employer shall pay a VDT operator the sum of \$40.00 for each eye examination required by this Article, upon submission of a receipt in such form as the Employer may require."

[Corresponding amendments to Article 60]

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**UNION  
PROPOSAL**

## **Benefit Issues:**

- Employer payment for the Ontario Health Premium
- Remove dental and drug deductibles
- Provide a drug card
- Improve vision care, dental care, chronic illness care and semi-private hospital care
- Improve access to Long Term Disability provision