



Who needs teeth?

Do you think your health will matter less to you next year? How about your family's health?

For most of us, having a good benefit package gets more important with every year that goes by.

Your boss doesn't seem to see this.

At the bargaining table, the employer has demanded the right to limit your use of your benefit plan. They've provided few details so far, but we do know one thing: **Capping your benefits can only mean less health care for you and your family.**

It means you will pay **more** for the expensive dentistry your son or daughter needs.

You'll get your glasses in the dollar store, not from an optician.

The battery in your hearing aid? **Dead.**

The only hospital coverage you'll be able to afford will be **in the hallway.**

Your OPSEU bargaining teams don't go along with this. We're demanding a benefit plan that keeps up to the real costs of health benefits.

For classified workers, we are calling for a drug card so you don't have to pay for needed drugs out of your pocket. We want to see improvements to hearing, vision, and dental care, as well as semi-private hospital care and paramedical care.

We want to see the creation of a "benefits bank" for unclassified staff. Under our proposal, benefit contributions, paid for by the employer, would be equal to 10 per cent of hourly pay for straight-time hours for unclassified employees.

How to pay for it? Your team says it's time for a jointly trustee benefit plan. Joint trusteeship has built the OPSEU Pension Trust into a \$10-billion dollar fund. the same idea can work for benefits, too.

Cap teeth, not benefits! **Vote to reject** the employer's Feb. 14 offer – and bite back while you still can!

What's on the table:

Bargaining proposals as of Feb. 14, 2002

EMPLOYER PROPOSAL

Benefits

The cost to the taxpayers of providing employee benefits is escalating at a rate that is unacceptable. Without any change to the current level of benefits, the cost of providing health and dental benefits to OPSEU-represented employees is expected to double within 5 years.

The Employer wishes to ensure that costs are controlled, without impacting significantly on the benefit coverage for employees. This can be accomplished by the utilization of "caps" and other limits on certain specific coverages. The Employer wishes to explore these and other methods of controlling costs.

The Employer proposes to reconfigure the benefit program by improving certain benefits while implementing cost control limits to prevent doubling of benefit costs over the next four to five years. If this is accepted in principle, the details will be worked out with the Union.

UNION PROPOSAL

In its proposal Dec. 18, the union's Central bargaining team tabled this:

4. Benefits Issues

- a) new carrier; joint administration; improvements to: drug card, hearing aid, vision, semi-private, dental, paramedical.
- b) Add a mandatory benefits bank for unclassified employees, the cost to be borne by the employer. Benefit contributions to be equivalent to 10 per cent of the hourly rate for all straight-time hours for unclassified employees.