

For part-time nurses at the LHSC, University Campus who receive benefits:

Yes, it is possible to join ONA and maintain your current benefits.

Below is the language that was negotiated by ONA at the York Central Hospital in Richmond Hill. Nurses there joined ONA in 2005. This language is part of the binding collective agreement that the management must respect.

APPENDIX 4

SUPERIOR CONDITIONS

1. Regular Part-time Benefits

Subject to article 17 of the collective agreement, the following applies to regular part-time nurses:

The Hospital agrees, during the term of the Collective Agreement, to contribute towards the premium coverage of participating eligible nurses in the active employ of the Hospital under the insurance plans set out below subject to their respective terms and conditions including any enrolment requirements:

- (a) The Hospital agrees to pay 100% of the billed premiums towards coverage of eligible nurses in the active employ of the Hospital under the Ontario Health Insurance Plan.
- (b) The Hospital agrees to pay 100% of the billed premiums towards coverage of eligible nurses in the active employ of the Hospital under the Liberty Health Semi-Private Plan (which is comparable to the Blue Cross Plan) or comparable coverage with another carrier.
- (c) The Hospital agrees to contribute 75% of the billed premiums towards coverage of eligible nurses in the active employ of the Hospital under the Liberty Health Extended Health Care Benefits Plan (which is comparable to the existing Blue Cross Extended Health Care Benefits Plan) or comparable coverage with another carrier providing for \$22.50 (single) and \$35.00 (family) deductible, providing the balance of monthly premiums are paid by the nurses through payroll deductions. Effective April 27, 2008, in addition to the standard benefits, coverage will include hearing aids (maximum \$500/person); vision care (maximum \$250 every 24 months with ability to use coverage for laser surgery); and Drug Formulary 3.

Effective April 1, 2010 coverage will include vision care (maximum \$300 every 24 months with ability to use coverage for laser surgery).

In addition to the above vision care shall include one eye exam per insured person every 24 months.

Effective April 27, 2008, Extended Health Care benefits includes chiropractic, massage therapy and physiotherapy (maximum of \$350/insured person annually for each service).

Reimbursement for prescribed drugs covered by the plan will be based on the cost of the lowest prices therapeutically equivalent of the generic version of the drug, unless there is a documented adverse reaction to the generic drug or unless the beneficiary's doctor stipulates that the generic drug is not an alternative, in which case the reimbursement will be for the prescribed drug.

- (d) The Hospital agrees to contribute 100% of the billed premium towards coverage of eligible nurses in the active employ of the Hospital under HOOGLIP or such other group life insurance plan currently in effect. For regular part-time nurses the amount of the insurance is \$20,000. Such insurance shall include benefits for accidental death and dismemberment in the principle amount equal to the amount of the Group Life Insurance to which the nurse is entitled.