

Your Benefits

Even though benefits are considered provincially negotiated contract provisions, the specific benefits and premium sharing costs vary widely around the province. For example, in our Collective Agreement (CA) the employer pays 80 % of Medical Services (MSP), Extended Health (EHB), Group Life, and Dental while in West Vancouver the employer pays the entire premium cost. In Campbell River, however, the employer pays only 50 % of MSP, EHB, and Group Life but 100 % of Dental.

Specific benefits also range widely. In Abbotsford, teachers are allowed \$ 290 per year for vision care and \$ 1500 per year for Dental plan C. By comparison, Burnaby teachers are only entitled to vision care up to \$ 100 per year but enjoy annual Dental plan C coverage of up to \$ 2500. And, Vancouver teachers have no limit on their Dental plan C coverage.

These disparities, and the generally low limits, were not addressed in previous negotiations for a variety of reasons, some of which may have been legitimate. However, they must be addressed in the next round of bargaining. In preparation for next year's negotiations your bargaining team will be seeking your position on benefits and other contract matters. If you need more information regarding benefits please visit the ADTA web-site, under Publications, and read the documents labeled "Benefit Premium Sharing" and "Benefits Comparison".