

## CUPE EDUCATION WORKERS

OSBCC update on benefits – 2016

**ONE PLAN**  
UNITED TO THE CORE

### Moving ahead

#### *An update on the CUPE provincial benefits plan*

As you know, leaders from across the province met in Toronto on April 9<sup>th</sup> to discuss the prospect of a provincial benefits plan. Under the terms of the government's proposal, future benefits would be paid from a separate Employee Life and Health Trust (ELHT) funded by the government and individual boards – but owned and managed by CUPE on behalf our members.

The main purpose of this critical leadership meeting was to:

- review the government's ELHT proposal in detail;
- discuss where we are – and what still needs to be done;
- determine whether there is enough support to continue negotiations; and
- confirm our next steps.

During the meeting, the leadership group was asked to respond to a number of polling questions using smartphone technology. As the results summarized on the following pages confirm, there is considerable support for a provincial plan (under the right conditions).

There is also a strong perception that CUPE is better positioned than the government to design and manage a province-wide benefits plan that meets the unique needs of eligible CUPE members across Ontario. It's about protecting your access to affordable, meaningful and sustainable benefits coverage.



### Give us your input - submit the member survey!

How do you feel about your benefits – and the prospect of a provincial plan? This is your chance to tell us exactly what you think and how you feel. **You could even win a \$100 Tim Hortons gift card.** See page 4 for details.

**MAKING SCHOOLS WORK**

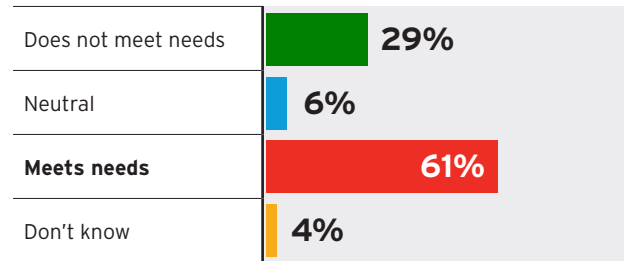


## What the leaders said

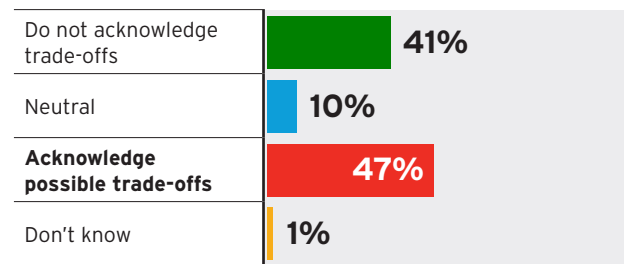
*Polling highlights from the April 9<sup>th</sup> meeting*

**Benefit needs** – 61% of respondents agree that the current group life, health and dental benefit plans negotiated with their board meet the needs of local plan members.

This is a positive response, but it certainly suggests that there is room for benefit improvements.

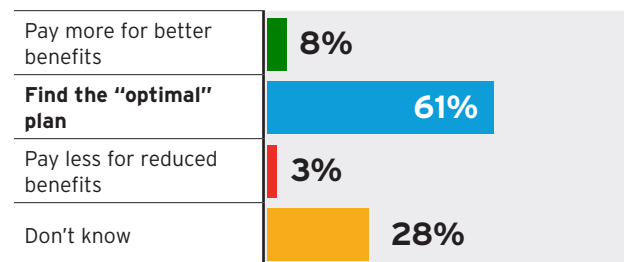


**Possible trade-offs** – Almost half of respondents (47%) acknowledge that the introduction of a province-wide benefits plan may require certain trade-offs on a benefit-by-benefit basis (e.g., benefit levels, deductibles, and so on).



**A new plan** – Given the opportunity to design a provincial benefits plan from scratch, the majority of leaders (61%) believe that their members would prefer to find an “optimal” plan, subject to any trade-offs (gives and takes) that may be required.

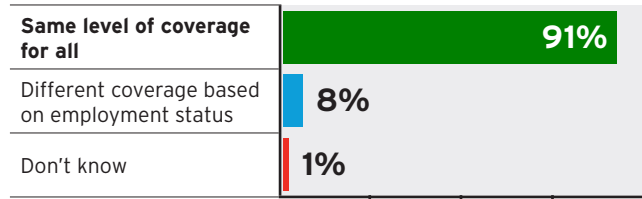
Only a handful of respondents thought that members would prefer to pay additional amounts for enhanced coverage or take reduced benefits in exchange for improved wage rates.



Given the opportunity to design a provincial benefits plan from scratch, the majority of leaders (61%) believe that their members would prefer to find an “optimal” plan, subject to any trade-offs (gives and takes) that may be required. Only 8% said they would pay additional amounts for enhanced benefits coverage.

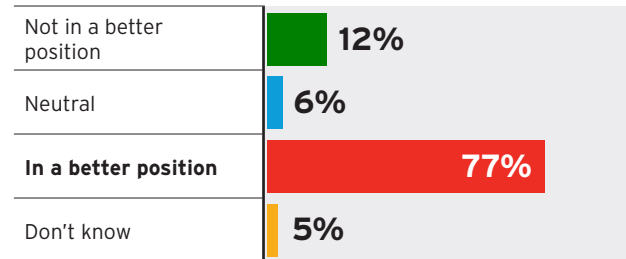
**Coverage levels** - The leaders believe, overwhelmingly (91%), that the new provincial benefits plan should provide the same level of coverage for all eligible members.

Only a handful of respondents thought that benefits should vary by employment status.



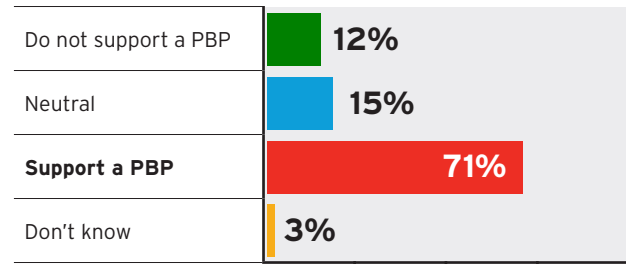
**CUPE ownership** - A clear majority of leaders (77%) believe that CUPE is in a better position than the provincial government to design and manage a provincial benefits plan that addresses the unique needs of CUPE education workers.

Obviously, "ownership" and control are key benefits of a province-wide plan.



**A provincial plan** - Finally, and most importantly, a strong majority (71%) of leaders support the introduction of a provincial benefits plan (PBP) for eligible CUPE education workers.

That depends, of course, on how the government negotiations progress.



## Protecting your interests



During the polling exercise, the leadership group confirmed that a provincial benefits plan should:

- help keep members healthy and productive;
- help cover the cost of day-to-day medical and dental expenses (for example, regular dental check-ups);
- offer members a tax-effective form of extra compensation; and
- offer members important financial protection against unexpected and medically necessary healthcare costs.

Again, it's about protecting your access to affordable, meaningful and sustainable benefits coverage.

## Member survey! Offering you a voice in the process

*Now that we know how the leaders feel, we would like to hear from you*

As a critical next step in the review process, we need you, as an eligible CUPE education worker, to complete our survey. Our goal is to understand your benefit needs, preferences and expectations.

The survey will be administered by Eckler Ltd., an independent firm that specializes in benefits design and communication. We can assure you that your responses will remain 100% confidential.

This is your chance to tell us how you feel – and to influence what a provincial benefits plan might look like. We urge you to take full advantage of the opportunity.

You could even win a \$100 Tim Hortons gift card for sharing your thoughts with us!



### Keeping you informed

Thank you in advance for lending your voice to the process. If you have any questions or comments at this point, please contact [osbcc@cupe.on.ca](mailto:osbcc@cupe.on.ca).

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SCHOOLS  
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