



Local 1998 Casual Unit Dental Benefit Project

October 23, 2020

In the 2011 round of collective bargaining, the University of Toronto agreed to pay the Union \$150,000 to implement Health Care Benefits for eligible members of the USW 1998 Casual Unit. For a variety of administrative reasons, a program was not set up and the funds were not dispersed. The Local has now come to a new agreement with the University as to how to administer the funds. The funds, amounting to \$162,896.32 as at August 31, 2020, will be spent as a one-time only Casual Unit Dental Benefit Project.

The aim of the project is to assist members of USW Local 1998 Casual Unit with dental benefits.

Criteria for Casual Unit members to qualify to receive assistance under the Project:

- The project is open to people who are active Casual employees of the University of Toronto between September 1, 2020 to September 1, 2021.
- The employee must have worked with an appointment of 20% or more, or regularly work the equivalent or more in hours each week (i.e: 7.25 hours each week) for 4 consecutive months in the 12 months prior to the submission of the claim.

OR

- The employee was employed on an irregular or intermittent basis and worked at least 5 shifts a month for 4 consecutive months in the 12 months prior to the submission of the claim.

For example:

Ahmed is working as a casual employee in the month of September 2020. Although he is not working 20% this month, because he worked the equivalent of 20% (7.25 hours a week) from January 2020 to April 2020, he is eligible to submit a claim.

Cindy works irregularly as a casual employee. She has worked 5 shifts in the month of September 2020. While she has worked intermittently over the past year, she has not worked 5 shifts in each of 4 consecutive months. Unfortunately, she is not eligible to submit a claim.

Members not eligible to receive assistance:

- Employees in the bargaining unit who are University of Toronto **students** eligible for coverage under one of the University's student union health care plans

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- Employees in the bargaining unit **who are eligible for any type of health benefits** (including but not limited to Health Care Spending Account(s)) through employment within another employee group at the University of Toronto, or through the retiree benefit plan(s) at the University of Toronto, shall not be eligible.
- Coverage is for dental costs for employees only, **not for family members**.

ELIGIBLE CLAIMS AND AMOUNTS

- Reimbursements will be issued for dental costs up to a maximum of \$200 per member, annually, based on the month the first claim is submitted.
- Any type of dental service performed by a Dentist licensed to practice in Ontario is covered.
- Eligible claims are from the period of 12 months prior to submission of the claim (i.e: if you submit a claim in November 2020, the coverage period goes back to December 2019).

PROCESS AND DOCUMENTATION REQUIRED

Members will provide the following documentation:

- Fill and sign out a Casual Unit Dental Benefit Form
- Attach original dental receipts
- Attach timesheets or printout from ESS showing you meet the eligibility criteria (20% for four consecutive months, or five shifts a month for four consecutive months). If you need assistance with this, please contact us.
- Submit to toni.eyre@usw1998.ca or by mail to USW Local 1998, 25 Cecil St., Toronto, ON, M5T 1N1

Claims will be processed in the order in which completed documentation is received.

The Financial Secretary will report to the membership quarterly on the amounts reimbursed until the fund is depleted.

Please note that this is a one-time fund of \$162,896.32. Upon depletion of the funds, the Project will be considered completed.