



BULLETIN

TRANSPORTATION DISTRICT 140 DISTRICT DES TRANSPORTS 140

*International Association of Machinists and Aerospace Workers
Association internationale des machinistes et des travailleurs et travailleuses de l'aérospatiale*

**TO ALL IAM & AW MEMBERS
EMPLOYED BY
G4S - PRE-BOARD SCREENING PERSONNEL
LOCAL LODGE 16 – PACIFIC REGION
GROUP BENEFITS - UPDATE #1 - NOVEMBER 16, 2012**

Dear Brothers & Sisters:

In the Arbitration decision of August 16, 2012, Arbitrator Foley awarded the following language within the Collective Agreement, dealing with the Health & Welfare Benefit Provisions:

ARTICLE 21.03 – BENEFIT COVERAGE

- a) The Company shall pay one hundred percent (100%) of the costs associated with providing a Health & Welfare Benefit Plan to all eligible employees and their eligible spouses, partners and dependents, including an Employee Assistance Program, Extended Medical Insurance, Supplemental Health Care Insurance, Dental Care Insurance, Vision Care Insurance, Emergency Travel Insurance and Life Insurance coverage(s), immediately following ninety (90) days from the employee's date of hire with the Company.
- b) The Benefit Plan referred to above will continue for the duration of the Agreement and benefit levels will be maintained. A schedule of current benefits will be distributed to all employees by the Company in the next thirty (30) days.
- c) Employees shall be required to complete Benefit Enrollment forms during employment orientation.
- d) The Company will maintain coverage and continue to pay all premiums associated with the Health & Welfare Benefit Plan for the duration of all paid absences and absences due to occupational injury or jury duty.
 - i) In the event an employee is absent due to layoff, the Company will maintain coverage and continue to pay all premiums associated with the Health & Welfare Benefit Plan for a period of three (3) months.
 - ii) In the event an employee is absent due to illness, non-occupational injury or leave in accordance with the Canada Labour Code, the Company will maintain coverage and continue to pay all premiums associated with the Health & Welfare Benefit Plan benefit coverage for a maximum of one (1) year.

Since the Arbitration, we have been working with G4S to ensure that the coverage and benefits provided by G4S with Manulife are equal to those previously provided by the IAM & AW, through Pacific First. The coverage and benefit levels have now been confirmed and changes have been made to ensure your claims are paid correctly, effective from July 1, 2012.

We have developed Schedules of Benefits, which outline, in general, the coverage and benefit levels. The reimbursement of prescription drugs will continue to be based upon reasonable and customary fees within the province and the dental reimbursement will continue to be based upon the Dental Fee Guide of British Columbia. It is clear from our experience with Manulife to date, that they will be more stringent in their assessment of claims than the previous provider when adjudicating against the reasonable and customary fees for both prescription drugs and dental claims.

The Plan Text is presently being finalized between G4S, Mercer (Benefits Administrator) and Manulife. Once the Plan Text is finalized Employee Benefit Booklets will be provided to all employees.

A communication will follow shortly from G4S which will include the Schedules of Benefits and instructions on how to resubmit to Manulife any claims incurred on or after July 1, 2012, which you believe were incorrectly paid.

In Solidarity,

Tania Canniff, General Chairperson
Transportation District 140, IAM & AW

Keith Aiken, General Chairperson
Transportation District 140, IAM & AW



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