



# 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 #2 - NOVEMBER 16, 2012**

Dear Brothers & Sisters:

Further to our Group Benefits Update #1 Bulletin of November 16, 2012, we wish to outline and/or clarify a number of issues with respect to the Health & Welfare Benefit Coverage that the Members had identified to the Union as concerns, which have been resolved. Please be guided as follows:

- **Drugs:** The coverage provides for "voluntary generic substitution". That means that unless your physician writes "no substitution" for a brand name prescription drug, the lowest cost generic equivalent is usually dispensed and reimbursed in full under the Plan. However, if your physician writes "no substitution", the brand name prescription drug will be dispensed and reimbursed in full under the Plan.
- **Active at Work:** Employees working a minimum of twenty (20) hours per week will continue to be considered "actively at work" and eligible for benefits/coverage. Please refer to the provisions of Article 21.03 Benefit Coverage in the Collective Agreement, which provides for coverage during periods of absence and lay off.
- **Basic Dental Coverage (Fluoride):** The coverage has been corrected, effective from July 1, 2012. Age restrictions on fluoride treatment have now been removed. Employees will be able to resubmit claims for coverage.
- **Employees Over 70 Years of Age:** The coverage and benefits previously offered by the IAM & AW through Pacific First for our Members over the age of seventy (70) have been duplicated with Manulife, effective July, 1, 2012. Manulife Cards have been ordered for all affected employees, which are expected to arrive in Vancouver within the next two (2) weeks. The cards will be redistributed to the Regional Sites as required, immediately upon receipt. Employees in Vancouver will be notified when their cards are available for pick up.
- **Manulife Cards:** Any employee who completed an enrollment form, who has not yet received their Manulife Card, needs to notify the Company. A number of employees have had to complete new enrollment forms due to errors in their birth date or names on their Manulife Cards. When a new card is requested or there is a new enrollment, it takes Manulife five (5) business days to process the request. Approximately ten (10) days following, the Company will receive the Manulife Card. The cards will be couriered to the Regional Sites or for Vancouver employees, made available for pick-up at the Company's offices on the 4th floor of the DTB.
- **Schedules of Benefits:** The Schedules of Benefits will be attached to a paystub and distributed shortly by G4S. They will be available at each Site, from the Company or from the Chief Shop Steward.
- **Dependent Parent Coverage:** Dependent parents are subject to the eligibility requirements of the Income Tax Act. Once the employee can provide proof to G4S that the parent qualifies as a dependent for the purpose of the Federal Income Tax Act, they can be enrolled. They are entitled to the same coverage as employees over the age of seventy (70).
- **Benefit Booklets:** The Plan Text is presently being finalized between G4S and Manulife. Once the Plan Text is finalized a copy will be provided to the Union and Employee Benefit Booklets will be provided to all employees.
- **Benefit Coverage Year:** The maximum claim limit for coverage that is per calendar will renew annually each January 1st. However, the maximum claim limit for coverage that is based on a rolling period will renew from the date of the last claim, i.e. Vision Care, which is every twenty-four (24) months, if the employee utilizes the full \$250.00 on November 30, 2012, they would not be able to claim again until November 30, 2014.

If there are any additional general issues that require clarification or resolution, please advise your respective Chief Shop Steward. Any individual disputes concerning claim errors or irregularities should first be referred to the Company at [aviation.benefits@ca.g4s.com](mailto:aviation.benefits@ca.g4s.com) for resolution. If you are dissatisfied with the response and feel that your claim has been improperly adjudicated, please contact the Union for assistance.

In Solidarity,

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

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

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