



BENEFITS COMMITTEE

The CUPE Local 5430 Bylaws 15 #2 states: Committee shall be established as outlined in the Collective Agreement (i.e. Benefits, Provincial Employment Strategy, Provincial Dispute Resolution, Joint Job Evaluation and Committee of the Parties) or plan texts. Executive shall appoint union representation on any and all of these Committees from resumes received from the membership. Terms of office shall be reviewed annually on a rotational basis to ensure consistency.

The committee shall consist of three (3) members one of which will be the chairperson selected by the committee members. The Vice President shall be the Executive Liaison to the committee.

TERMS OF REFERENCE

PURPOSE:

It shall be the purpose of this committee to:

1. Arrange for representation of CUPE Local 5430 at all appropriate Pension and Benefits meetings and submit recommendations for consideration to the Executive Board for approval
2. Keep apprised and up to date regarding pension and benefit issues.
3. Arrange benefit educational on a periodic basis for member.
4. As representatives on the various Pension and Benefits Committees, the Benefit Committee members will be responsible and accountable to the Local Executive and membership This will be done through the accurate reporting and sharing of information on Pension and Benefit Plan meetings, committee meetings and the maintaining of records of reference.

DUTIES OF THE BENEFITS COMMITTEE MEMBERS:

It shall be the duty of the committee members to:

1. Arrange for Committee representation at all meetings of the applicable Pension Plan(s), Benefits Plan(s) for which they represent.
2. Provide accurate minutes, reports and sharing of information to the Local Executive and its membership on all Pension Plan(s), Benefit Plan(s), Board(s) and Benefit Committee meetings attended.
3. Submit all recommendations from the Benefits Committee to the Local Executive for their consideration and approval.
4. Maintain and keep an up to date set of plan texts for all pension and benefit plans they represent. Maintain record for future reference.
5. Be educated and knowledgeable of pension and benefit issues.
6. Arrange benefit educational for CUPE members.
7. Act fiscally responsible by operating within the annual budget for the Benefits Committee as set out by the Secretary Treasurer of the Local in their approved annual budget.

GOALS AND OBJECTIVES:

GOALS:

1. At all times be a prudent fiduciary on all pension and benefit plans that they represent on behalf of the membership of the CUPE Local 5430.
2. To promote awareness and education on Pension and Benefit issues.
3. To promote information to the CUPE Health Care worker(s) in regard to their applicable pension and benefit plan(s) so as they will have access and the knowledge of.
 - The purpose and terms of the Disability Income Plan(s), the design of the Plan(s) and how the Plan(s) integrate with other benefit and government disability plans as well as changes to the Plan(s) when they occur.
 - The main features of the Pension Plan(s), early retirement options, uninterrupted participation in the Plan, retirement benefits, comparisons, as well as updating on changes as they occur.
 - The Dental Plan and coverage for eligible members and their dependents, uninterrupted participation in the plan, level of coverage for members with the Enhanced Dental Plan benefits, and how the Dental Plan works with other plans.
 - Group Life Insurance Benefits
 - The Extended Health Care Benefits and Dental Plan improvements for CUPE Health Care members and the level of coverage for services.

OBJECTIVES:

The objectives of the Benefits Committee are:

1. To promote the development and adoption of improved collective bargaining language on pension and benefit issues.
2. To organize an information bank of pension and benefit plans accessible to CUPE Health Care members through the Local thus providing a resource base on the issues of pension and benefits.