



University of British Columbia Employees
CUPE Local 116

B·U·L·L·E·T·I·N



Happy Holidays



December 11, 2018

Your Executive would like to wish you and yours all the best over the Holiday Season!

To end the year on a positive note, we would like to share some important reminders of improvements we have been able to secure for you for 2019 and beyond:

Effective January 1, 2019, the CUPE 116 DBP (LTD) contribution rate will decrease from 1.142% to 1.073% of regular earnings.

Also effective January 1, 2019, enrolled members will be eligible for three important benefit improvements:

- Vision Care - \$400 in a 24 month period for all covered members and eligible dependents (*was previously 36 months*).
- No maximum for basic and major dental services (*was previously a \$3000 calendar year maximum*).
- Access to a Health Spending Account containing \$250 in credits that can be used to reimburse medical and dental expenses over and above what may have been paid by the UBC Extended Health and Dental Care benefits program, after coordinating with a spouse's plan - if applicable (*this is a new benefit*).

* More information regarding these improvements is available on the UBC benefits website - <http://www.hr.ubc.ca/wellbeing-benefits/benefits> *

Effective February 1, 2019, we will receive a 1.75% wage increase (1% GWI & 0.75% Economic Stability Dividend payment).

Have safe, healthy and happy Holidays!

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