

Memorandum of Understanding – 28**TOTAL COMPENSATION**

The Parties agree to the following:

For the period July 1, 2020 to June 30, 2021, all members employed on June 30, 2021 will receive a one-time, non-pensionable lump sum payment of \$327.73.

For the period July 1, 2021 to November 30, 2021, all members employed on July 1, 2021 will receive a one-time, non-pensionable lump sum payment of \$139.36.

The following amendments shall be made to the benefit plans outlined in MOU 11 and provided for under Article 12:

Effective December 1, 2021:

Extended Health and Dental Plan:

- A. Addition of coverage for drugs for the treatment of erectile dysfunction, up to a maximum of \$2,000 per year for each covered person;
- B. Addition of coverage for medical cannabis subject to SunLife's prescribed process and list of applicable conditions, up to a maximum of \$1,500 per year for each covered person;
- C. Addition of coverage for products to help a person quit smoking that legally require a prescription, up to a lifetime maximum of \$500 for each covered person;
- D. Addition of coverage for medication for the treatment of weight loss that legally require a prescription, up to a maximum of \$1,200 per year for each covered person;
- E. Increase in coverage for major restorative and prosthodontics and orthodontia to 75%;
- F. Increase to the annual maximum for psychological services coverage to \$4,000 per year for each covered person;
- G. Addition of psychotherapists to the list of covered practitioners under the psychological services benefit;
- H. Addition of paramedical services provided by a registered kinesiologist to a maximum of twenty (20) treatments per benefit year for each covered person subject to reasonable and customary limits;

- I. Addition of SunLife’s Gender Affirmation coverage to an annual maximum of \$10,000 and a lifetime maximum of \$50,000;
- J. Increase in the amount available for vision care expenses in each two year period to \$1,000; and,
- K. Increase to the annual maximum for speech therapy to \$1,500 per year per covered person.

Group Life Insurance:

- L. Increase to the maximum eligible for coverage under the Group Life Insurance plans in Article 12.3.A and 12.3.B to \$500,000.

Long-term Disability Plan:

- M. Increase the benefit amount of the lesser of \$14,000 and 80% of Insured Earnings for new claimants.

Voluntary Accidental Death and Dismemberment Insurance:

- N. Remove the maximum age for eligibility for coverage.

Effective July 1, 2022:

Extended Health and Dental Plan:

- A. Increase in reimbursement for major restorative and prosthodontics and orthodontia to 90%;
- B. Increase to the annual maximum for psychological services coverage to \$5,000 per year for each covered person;
- C. Increase to the maximum coverage for hearing aids to \$3,000 every three years;
- D. Increase to the annual maximum for speech therapy to \$2,000 per year per covered person;
- E. Increase in the coverage for drugs for the treatment of erectile dysfunction for conditions approved by the benefit carrier to a maximum of \$2,500 per year for each covered person;
- F. Increase in the coverage for medical cannabis subject to SunLife’s prescribed process and list of applicable conditions, to a maximum of \$2,000 per year for each covered person; and,

- G. Increase in the coverage for products to help a person quit smoking that legally require a prescription to a lifetime maximum of \$1,000 for each covered person.

This Agreement dated at Toronto this _____

For Board of Governors of the University

For the Faculty Association
