



Summary of Benefits

Below is the TCRC Award and Agreed upon changes.

Effective Date:

- September 14, 2022
- Please note that no dental or life insurance claims will need to be back dated, as this agreement is only for claims moving forward, effective September 14, 2022

Disability Benefits:

- Effective January 1, 2023, the maximum benefit will be increased from \$825 to \$850.
- WIB extension process when employees exclusively restricted based on RAC Medical Guidelines
- Removal of the base pay definition for WIB and, upon approved WIB claim adjudication, issue payment(s) to eligible employee(s) based on a daily WIB benefit amount that reflects the maximum weekly benefit

Health Benefits:

- Provide a direct billing benefits card.
- Provide for preventative vaccines including: hepatitis, tetanus, diphtheria, malaria, meningitis, and typhoid (no maximum)
- Provide for Infertility drug coverage at 50% to a maximum of \$3,000 per lifetime
- Erectile Dysfunction drug coverage at 50% to a maximum \$1,000 per calendar year as prescribed
- Psychologist Benefit: Addition of Clinical Counsellor to Psychologist Coverage of 100% up to \$1,000 calendar year maximum.

Dental Benefits:

- Dental Plan – Effective Jan 1, 2023, increased from \$2,100 to \$2,150.
- Effective with treatment which commenced on or after January 1, 2022 covered expenses will be defined as the amounts in effect on the day of such treatment, as specified in the relevant provincial Dental Association Fee Guides for the year 2022.
- Effective with treatment which commenced on or after January 1, 2023 covered expenses will be defined as the amounts in effect on the day of such treatment, as specified in the relevant provincial Dental Association Fee Guides for the year 2023.

Life Insurance:

- Effective January 1, 2022, the group life insurance coverage will be increased from \$55,000 to \$56,000 for employees who have service with the Company on or subsequent to that date.
- Effective January 1, 2023, the group life insurance coverage will be increased from \$56,000 to \$57,000 for employees who have service with the Company on or subsequent to that date.