

## **Contract Faculty Benefits: Summary (as of February 2019)**

**The following are the current provisions for Contract Faculty access to Extended Health and Dental Benefits:**

**24.5.3** CAS and Librarian members on Contract Appointments shall be eligible, but not required, to participate in the following benefit plans in which premiums will be employee-paid:

(a) Extended Health Care Plan for CAS and Contract Librarian members;

(b) Dental Care Plan for CAS and Contract Librarian members.

The terms and levels of benefits are defined by the respective benefit plans.

**24.5.3.1** To be eligible, CAS members must have taught four (4) or more one term courses or equivalent during the previous academic year (September 1 to August 31). Part-time contract librarians must have worked a minimum of 910 hours in the previous academic year. Members shall be notified of their eligibility to join the plan(s) by August 31, using their assigned Laurier employee email address (@wlu.ca).

**24.5.3.2** Members who meet the eligibility criteria may opt to join the plan(s) by no later than September 30 and will be enrolled in the plan for 12 months from September 1 to August 31.

**24.5.3.3** The full cost of the benefit premiums will be deducted monthly from the Member's bank account. **24.5.4.4** Members must requalify each academic year to remain as members of the Plan.

**Currently, Contract Faculty who qualify may enrol in the benefits plan(s) available to Post-Doctoral Fellows and Research Assistants. Enrolment in the plan(s) is wholly member-paid. Currently, the costs to enrol are:**

### **Single coverage:**

- Health: \$31.38 per month plus 8% tax
- Dental: \$23.71 per month plus 8% tax

### **Family coverage:**

- Health: \$58.30 per month plus 8% tax
- Dental: \$52.36 per month plus 8% tax

**If you would like to see what benefits are included for this price, see the Insurer's pamphlet [here](#). Note: We are aware of the Employer's migration to another insurance provider but costs and benefits of the plans are likely to be almost identical to the current Great West plans.**