

CONTRACT INTERPRETATION MANUAL

Article 46 MEDICAL, EXTENDED HEALTH AND DENTAL COVERAGE, LONG TERM DISABILITY AND GROUP LIFE INSURANCE

Interpretation Guidelines

Employers are required to provide eligible regular employees and their dependents with Medical, Extended Health, Dental, Long Term Disability coverage and Group Life insurance.

Eligible casuals may elect to enroll in certain of the health and welfare benefit plans (Article 11.04(G)(4)).

The Employer is required to pay 100% of the monthly premiums for all benefits for regular employees.

Casuals can qualify for a benefit premium refund (Article 11.04(G)(4)) or be enrolled in the benefits plans at the sole cost of the Employer if serving in a temporary appointment Article 11.04 (G)(5)).

Contact an EDMP representative for information on Long Term Disability and Duty to Accommodate.

For information regarding Group Life Insurance and Accidental Death and Dismemberment coverage contact the Employer.

For information regarding Extended Health and Dental contact Pacific Blue Cross (CaresNet), 1-877-722-2583, www.pac.bluecross.ca/.

Arbitration Awards

1. HEABC and NBA, July 11, 2003 (Dorsey). The Arbitrator ruled that when the Medical Services Plan (MSP) stopped paying for the first 12 paramedical visits, that the shortfall had to be picked up by the Extended Health Plan in order to meet the obligations of what was bargained. This decision was upheld by the BCLRB in December 10, 2003 (BCLRB – B423) when they rejected HEABC's application under Section 99 of the Labour Relations Code.

Footnotes

Article	46
Sub-Article	46.01, 46.02, 46.03, 46.04, 46.05, 46.06
Last Update	31-03-21
Related Articles	1, 11, 14, 37, 51, Appendix B, Appendix X, Memorandum Early Intervention Program, Appendix A and A.7