

Faculty Benefits Improvements



Ed Leave:
100% Salary retro to September 1, 2023

Delisted Services per person:
\$2000*/@ starting September 1, 2023¹

chiro., osteopath, podiatrist/chiropractist, massage therapist, naturopath, speech therapist, physio., acupuncturist, & dietician

Mental Health per person:
\$2000*/@ starting September 1, 2023¹

clinical counselors, social workers, psychotherapists, or psychologists

Health Spending Account per person:
\$225/@ retro to April 1, 2023¹

Top-up for extended health and dental expenditures over and above the category maximum (credits can be banked for one calendar year for a maximum allotment of \$450).

On-going

Eye Exams per person:
\$125 every 24 mos starting January 5, 2024¹

Dental Plan increases per person:
80% major restorative & orthodontics max \$3500 starting January 5, 2024¹

Including faculty members, their spouses and dependents

NR1 Health Benefits Fund:
\$30,000 for eligible extended health & dental expenses²

First-come-first-serve fund for NR1 members (details still to be determined by the parties)

Employee Wellness Fund per regular faculty member:
\$500 (taxable) starting January 1, 2024

Excludes non-regular faculty members; eligible expense are listed in the new Collective Agreement

One time only

April 2023

New Collective Agreement ratified January 5, 2024

April 2024

* 100% per visit
1. Benefits reset in January
2. Benefits reset in April

April 2025