

CUPE

HEALTH CARE 2008 BARGAINING

Canadian Union of Public Employees

Bulletin No. 9 – January 23, 2009

Dear Sisters and Brothers:

RE: IMPROVEMENTS TO THE HEALTHCARE EMPLOYEES' BENEFITS PLAN

As of April 1st this year, there will be changes to the Healthcare Employees' Benefits Plan (HEBP) that will improve what you get and reduce what you pay.

We were able to make these improvements through negotiations for a new collective agreement last year at the multi-union bargaining table where CUPE played a major role.

Attached is an information sheet from HEBP explaining the major changes. Here is a brief summary:

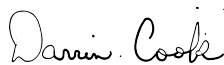
- The Basic Benefits Plan will end in March and everyone in HEBP will get the services that were formerly in the Enhanced Benefits Plan.
- Those who were in the Basic Benefits Plan before will now have the option to get the Enhanced Benefits or to opt out of HEBP entirely.
- Those who opted out of HEBP before, will now have the opportunity to buy in.
- A Health Spending Account (HSA) will come into effect on April 1, 2010, which will give full-time employees an additional \$250 (\$125 for part-time employees) of health coverage. The HSA will be available only for those who are enrolled in the HEBP Enhanced Benefits Plan.
- And most importantly, as of April 1st, the Employer will pay for half the costs of the HEBP premium. Your monthly cost will be about \$16.73 (single) or about \$41.73 (family).

You can read the attached information or go online (www.hepp.mb.ca) to see the details of these changes and how they will affect you.

Your CUPE Representatives and Local Executive Officers will also be informed about these changes.

While our agreement has not been finalized, these changes are taking place because everyone involved feels they are a major improvement on what we had before. This is another example of how much we can achieve when we work together.

In solidarity,



DARRIN COOK
PROVINCIAL HEALTH CARE COUNCIL CHAIR

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Enclosure