



**COPE LOCAL 378 / ICBC PROPOSALS 2010
Union U-Item Proposals**

Union			
Number	Affected Article/MOU	Date: January 12, 2011	Time:
U-82	LOU 17	<i>Amend</i>	

LETTER NO. 17

LETTER OF UNDERSTANDING

RE: WELFARE BENEFITS FOR CORPORATION RETIREES

The Corporation agrees to provide limited welfare benefits for retirees of the Corporation as set out below:

1. Eligibility

To be eligible for limited welfare benefits as set out below, an employee must:

- (a) have reached retirement age and have retired, immediately following at least five (5) years of continuous service with the Corporation.
- (b) ~~not be in receipt of similar benefits through any other means; and~~
- (c) be (on a continuing basis) a resident of British Columbia.

“Retirement age” for the purposes of this letter is defined as age fifty-five (55) or greater.

Employees transferring from Government who are eligible for public service superannuation retirement benefits are not eligible for post-retirement benefits under this letter.

2. Limited Welfare Benefits

Employees who meet the eligibility criteria set out above will be entitled to the following benefits:

- (a) Basic Medical (MSP).

E&OE
Signed off this _____ day of _____ 20__

For the Union (COPE Local 378)

For the Employer (ICBC)



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(b) Extended Health Benefits as follows:

- prescription drugs
- upgrade private/semi-private room
- 80% coverage with \$25.00 deductible with a lifetime maximum of ~~\$25,000~~ \$100,000

3. The foregoing will apply to eligible employees who retire following October 1, 1991.

For the Union

For the Corporation

D.B. McPherson

D.E. Thomas

Date: June 23, 1998

Date: June 23, 1998

Revised: July 21, 2000

E&OE

Signed off this _____ day of _____ 20__

For the Union (COPE Local 378)

For the Employer (ICBC)