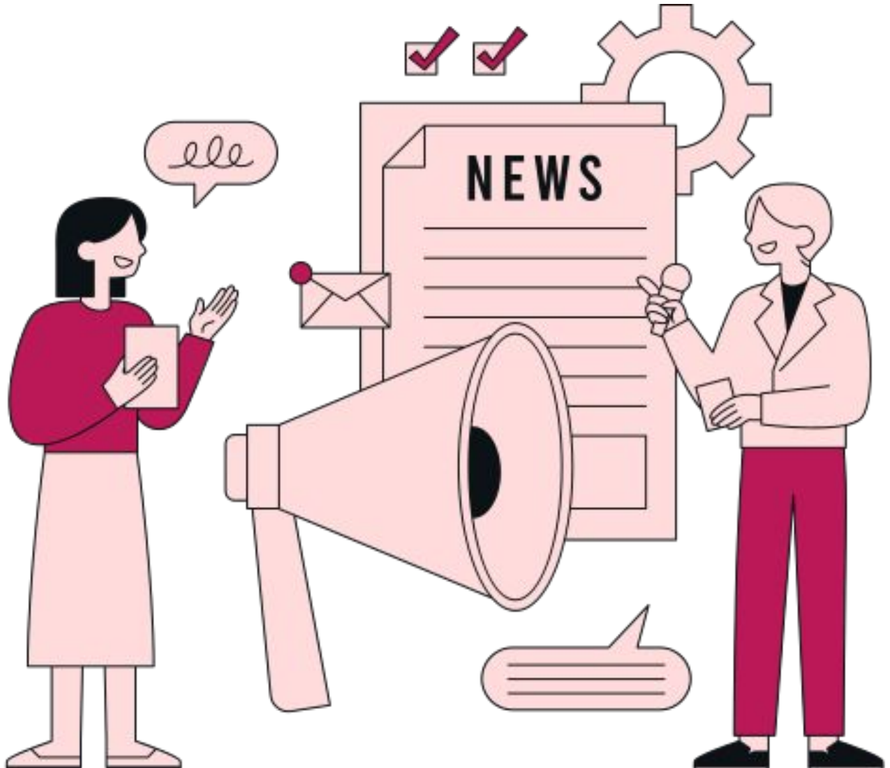


CUPE 4600 Unit 2

Leaves, Benefits, and the Professional Development Fund

www.cupe4600.ca/unit-2-cis/u2-health-benefits/

Agenda



- Introduction to the Union
- Leaves
- Benefits
- The (updated!) Professional Development Fund

Get to Know Your Union

Unit 1: TAs, RAs, and Service Assistants

Unit 2: Contract Instructors

U2 Chief Steward: Mark Blekinsop

ci.chief.steward@cupe4600.ca

U2 VP: Lindy Van Vliet

vp.unit2@cupe4600.ca

Collective Agreement (2025 – 2028)

Paid Leaves



Pregnancy & Parental Leave

Pay dependent on leave time



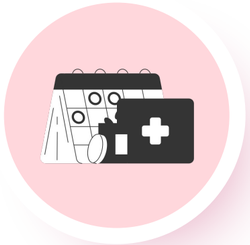
Gender Affirming Care Leave

4 weeks



Sexual Violence Leave

3 weeks



Sick Leave, Bereavement, & Compassionate Leave

2 weeks

Paid Leaves



Court Leave

Length of duty



Academic Conference Leave

1 week



Religious Accomodation Leave

As required

Unpaid Leaves



Medical reasons



Compassionate reasons



Professional, academic, research reasons

Up to two years to maintain seniority

Health and Dental Benefits



Health and Dental Plan

- **Employer-subsidized:** The plan is subsidized by the employer for CIs (but not family). You can add family, but it’s out of pocket

- **Enrolment:** Email from Canadian Benefits Consulting Group (CanBen) with enrolment information (check your junk box)

- **Opting out:** You can opt out if you have alternative insurance. You must provide proof of other coverage by the deadline in the CanBen enrollment email

Plan Highlights

Prescription Drugs

- 100% direct-pay coverage; dispensing fee is the deductible
- Drug max depends on enrolment ($3,333, $6,667, $20,000)
- $5,000 lifetime maximum for fertility drugs

Extended Health

- 100% coverage for most services
- Mental health: $200 to $800
- Massage: $200 to $500
- Naturopath: $200 to $400
- Paramedical practitioners: $100 to $300 per visit

Vision

- 1 eye exam every 24 months
- $400 to $500 every 24 months for glasses, contacts, or laser eye surgery.

Virtual Health

- Telus Health Virtual Care: Medical consultations through an app 24/7.
- Beacon Cognitive Behaviour Therapy (CBT): Virtual therapy

Plan Highlights

Dental

- 100% basic “reasonable and necessary” dental coverage
- Maximums: $1000 - $2000
- Includes examinations, X-rays, cleanings, fillings, and other basic services.

Travel

- 100% of eligible expenses,
- $5 million lifetime maximum
- 90 day trip maximum

Other highlights

- Hearing aids
- CPAP
- Orthotics
- Ambulance
- Artificial limbs/eye
- Gender affirmation
- Mobility aids

Optional AD/D

- Available to all CUPE 4600 Unit 2 members, even without a current contract.
- Will continue after contract ends!

Tuition Waiver

- **Eligibility:** Teach 2.0+ credits in past 36 months + 1 contract in past year
- **Benefit:** Up to $1,000 per academic year for courses at Carleton
- **Dependants**: Up to $1,000 for each dependant under 26
- **Cap:** First-come, first-served up to a max of $25,000 per year

Additional Benefits

Access to Athletics

CI with active contract for duration of academic year

EFAP

CIs on active contract and their families

Walk-in Clinic

CIs on active contract



Library and Computer Services

CI with proof of contract in current year

Gender Affirmation Fund

Any CUPE 4600 member in good standing

Professional Development Fund



- CUPE 4600 took over adjudication of fund Sept 1
- Changes to criteria, submission process and deadlines
- Policy on previously denied claims

Two Streams of Funding:

Teaching Related Expenses (TRE)

VS

Professional Development Expenses (PDE)

Sample expenses:

- laptops
- webcams
- books
- office supplies

Eligibility: Must have active teaching contract in academic year.

Sample expenses:

- conference fees
- travel
- association fees
- relevant tuition costs

Eligibility: Must have held a contract or union position within the last 24 months.

Limits

Annual Amount Limits $ **Number of Applications?**

Members may claim a maximum of $1,100 per academic year (combined across both funds).

You can apply to one or both funds multiple times until the $1,100 maximum is reached per academic year (September 1 – August 31).

*you are not usually eligible to re-purchase the same equipment for 36 months.

Submission Process

Deadlines ! **Process**

- October 15
- February 15
- June 15

Decisions will be made within 1 month of due date.

- Submit via a Google Form* found on the union website
- Must include:
  - Rationale
  - Receipts

*if you cannot access Google Forms you can submit an application over email to vp.unit2@cupe4600.ca

Previously Denied Claims

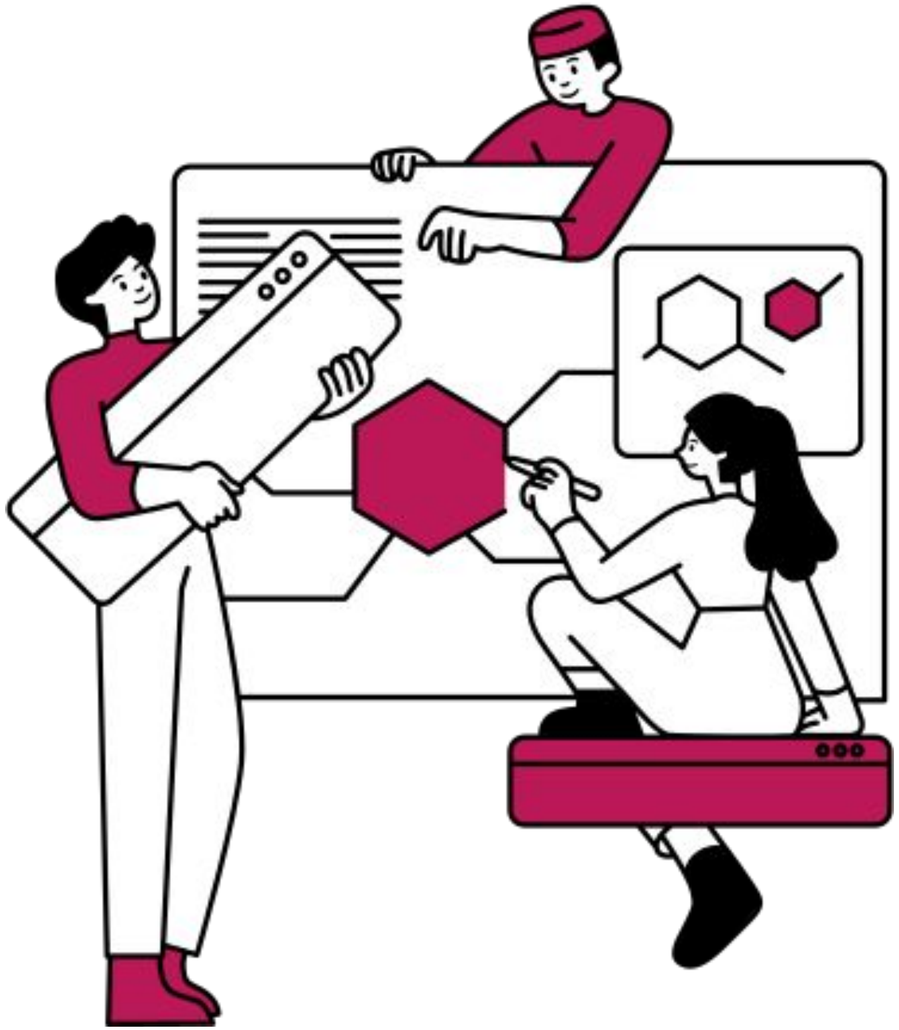
- **Eligibility**: Can resubmit any claim that was denied between September 1, 2024 and August 31, 2026

- **Deadline**: Must submit by December 15, 2026.

- **Limits:** Up to $1,100 for previously denied claims (this is in addition to the regular annual cap of $1,100)

- **Submission Process:** Google Form on the union website
  - Original receipts
  - Original rationale for the expenses
  - Evidence of the previous denial

Walk Through



Questions?

vp.unit2@cupe4600.ca

U2 Coffee Hour,
Sept 17 from 11 -
1 in SA309

