

(a) **County Benefit**

<b><u>FULL-TIME</u></b>	<u>County</u> %	<u>Employee</u> %
The Employer Health Tax	100	0
Semi-Private Coverage	100	0
Extended Health Care	100	0
Life Insurance	100	0
Dental Plan	100	0
Orthodontic (details below)	provided by County	
Long-term Disability (reimbursement)	100	0
Short-term Disability Sick Pay	provided by County	

**Orthodontic Coverage** – Coverage for dependent children, 21 years or younger. Reimbursement is 50% of the submitted invoice with a life time maximum of \$2,000.00 per dependant. Original invoices are to be submitted to Human Resources, by December 1<sup>st</sup> of each year, for the previous 12 month period, for a one time annual payment in December.

**PART-TIME**

All part time employees employed prior to January 1, 2006, not specifically covered by collective agreements, (with the exception of students) will receive eight and one-half percent (8 1/2%) of their earnings, in lieu of benefits.

Part-time employees hired after January 1, 2006 will be offered a benefit package that excludes Short-term Disability and Long-Term Disability on a co-share of cost basis provided that the cost of the benefit package to the County never exceeds the amount that the employee may have received from an in lieu payment. If the benefits are refused there will be no other compensation provided. If the employee wishes to have the benefits on the co-share of cost basis after refusing them there will be a minimum of a three (3) month waiting period to qualify.

All current part-time employees in the non-union group will be offered benefits on a purely voluntary basis and as a one-time offer.

(b) **Statutory Benefits**

	<u>County</u> %	<u>Employee)</u> %
Canada Pension Plan	50	50
OMERS BASIC	50	50
*Unemployment Insurance	58.3	41.7
Worker's Compensation	100	0

\*UIC Premium Reduction - The Employees' share of the Employer's unemployment insurance premium reduction will be retained by the Employer towards offsetting the cost of the benefits contained in this policy.