

## **ARTICLE 7. BENEFITS**

### **7.1 Staff Benefits**

7.1.1 The present staff benefits consisting of the University of Manitoba Pension Plan (1993), Group Term Life Insurance Plan, Group Term Dependent Insurance Plan, Accidental Death and Dismemberment (Basic), Accidental Death and Dismemberment (Voluntary), University of Manitoba Long-Term Disability Income Plan, Group Health Insurance Policy 20778 GH (including the Health Care Spending Account), and Group Dental Plan Policy 67000 shall continue to cover eligible Members for the duration of this Agreement.

7.1.2 The Staff Benefits Committee shall include five (5) representatives appointed by the Association.

7.1.3 All Members shall receive a summary of all benefits mentioned in s. 7.1.1 hereof.

### **7.2 Tuition Fee Remission**

7.2.1 Members are eligible for tuition fee remission in accordance with sections 7.2.2, 7.2.3, 7.2.4 and 7.2.5.2.

7.2.2 When a Member applies for registration in a credit course or a professional or career development course or a seminar offered by the University or another university or institution, whether within or outside the country, for which he/she intends to apply for tuition fee remission, the Member shall first obtain the written authorization of his/her dean/director which is subsequently approved by the Vice-President (Academic) and Provost. The taking of such a course shall not interfere with the Member's primary University duties.

7.2.3 A Member may be eligible for tuition fee remission for a program of study leading to a graduate degree/diploma offered by the University or another university or institution, whether within or outside the country, for the purposes of a change in academic specialization which has been recommended in writing by the dean/director and is subsequently approved by the Vice-President (Academic) and Provost.

7.2.4 Upon successful completion of a credit course or a professional or career development course or a seminar or a degree/diploma program authorized as in s. 7.2.2 or s. 7.2.3 of this Article, the Member shall be entitled to remission of the tuition fee for such a course or program in an amount not to exceed the tuition payable for the equivalent or comparable course or program offered at the University. Applications for remission of fees shall be submitted to the Director of Learning and Development Services.

7.2.5 In addition, for courses authorized as in s. 7.2.2 and s. 7.2.3 of this Article:

7.2.5.1 The normal criteria for admission shall apply.

7.2.5.2 There shall be no remission of special charges associated with such courses, e.g. travel programs, UMSU fees, caution fees and any other expenses that are added to the usual tuition fees.

7.2.5.3 The University reserves the right to refuse to register a Member in a credit course or degree/diploma program if a fee-paying student would be denied registration as a result of the registration of the Member.

7.3 **Employee Assistance Program**

7.3.1 The University's Employee Assistance Program (EAP) shall cover all Members.

7.3.2 The EAP Advisory Committee shall include one (1) representative appointed by the Association.