

REGION OF QUEENS MUNICIPALITY

Operational Policy No. 17 MEDICAL PREMIUM PAYMENT - LTD/RETIREMENT

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General Statement of Policy

It shall be the policy of the Region of Queens Municipality to ensure that employees have access to medical coverage during absence from employment and retirement.

Policy Objectives

1. To provide employees with access to medical insurance coverage while on long term disability.
2. To provide employees with access to medical insurance coverage after retiring from employment with the Region.

Policy Directions

1. Membership in the medical plan is mandatory for one year preceeding entitlement to long term disability benefits or retiring in order to access benefits under this policy.
2. For employees on long term disability, the following terms and conditions shall apply:
 - (A) The Region shall cost share in medical coverage on a 50% employer – 50% employee basis for a period of 50% of the years of service of the employee to a maximum of five years.
 - (B) 100% employee cost up to age 65 years following the term outlined in (A) above.

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3. For employees retiring from employment with the Region, the following terms and conditions shall apply:
 - (A) The employee shall continue to be eligible for membership in the medical plan at 100% employee cost.
4. Notwithstanding this policy, if the insurer places restrictions on eligibility of employees not actively employed, this policy shall become null and void.
5. This policy shall be reviewed every two years in the month of December.

Approved by Council: July 15, 2002