

LETTER OF UNDERSTANDING #7

RE: BENEFITS FOR RETIREES

This Letter of Agreement replaces any and all other agreements (written and unwritten) between the parties regarding the retiree benefits currently available to retirees. However, it is acknowledged and agreed that Employees who retired before September 18, 2003 will maintain their current coverage(s) on the same cost sharing basis as previously applicable.

For Employees who retired on or after September 18, 2003, the Employer will provide the following coverage, at 100% Employer paid, provided that at retirement they are in receipt of a non actuarially reduced pension from OMERS or COSF, and provided that at least 20 of the retiring Employee's credited years of service were with the City of Ottawa. These provisions will also be applicable: if an Employee has to retire for medical reasons provided such Employee has at least 25 years of credited service with the City of Ottawa, in which case the Employee would be eligible for coverage upon attaining the age and years of service criteria had he/she continued to work; or when a Fire Fighter is hired with the Ottawa Fire Department as a probationary Fire Fighter, spends his/her entire career working with the Fire Department, and retires at normal retirement age (60) but does not have the required 20 years of service.

- Prescription drugs as identified under the Formulary of the policy in effect at that time;
- Semi private hospital coverage;
- Vision Care – effective June 4, 2017, Vision Care as provided in the policy, shall increase from a maximum of \$200 to \$300 per person every 24 consecutive months (effective October 30, 2019, Vision Care as provided in the policy, shall increase from a maximum of \$300 to \$400 per person every 24 consecutive months);
- Physiotherapy – effective June 4, 2017, Physiotherapy as provided in the policy, shall increase from a maximum of \$300 to \$400 per person per calendar year;
- Hearing Aids – effective June 4, 2017, Hearing Aids as provided in the policy, shall be added to a maximum of \$300 per person every five consecutive calendar years;
- Other Health Benefits as specified in the policy;
- Coverage is for eligible retired Employees and their eligible dependants, in accordance with the policy. In the event of the death of the retired Employee, the Employee's spouse and eligible dependants will maintain eligibility for coverage. (As per previous arrangements);
- The coverage for prescription drugs ceases at age 65.

Awarded October 30, 2019