



**FYI**



| PLEASE POST |

**Date: September 24, 2018**  
**To: All 1703 Hard Rock Casino Members**  
**Re: Grievances Filed on Health Benefit Eligibility**

The Union has filed two grievances on behalf of all impacted members regarding Health Benefit eligibility as per Article 31 of the Collective Agreement.

Weeks On Strike included in Eligibility Period

Shortly after returning to work after the strike, members received a letter from the Employer **Re: Eligibility for Group Benefits**. Members were deemed ineligible for Long Term Disability (LTD) because the averaging period (December 13, 2017 – July 13, 2018) included most of the weeks of the strike. Some members may have been cut off from other health benefits including MSP and Group Benefits.

The Union's position is that the weeks of the strike should not be included in the averaging period for eligibility. You will recall that the Union paid for members health benefits during the strike in order to ensure they had continuous coverage.

We are already aware that most members were found to be ineligible for LTD. If you were found ineligible for MSP or Group Benefit, please send a copy of your letter to the Union.

The Union encourages members to apply for LTD benefits should you need them regardless of eligibility. By doing so, the Union may be able to get these benefits for you through the grievance process.

**Hours Required for Benefits**

The second grievance relates to the average number of hours required to get and keep LTD benefits. The Employer's letter states that 35 hours per week are required. The Collective Agreement Article 31.3 states that the average hours required is 24 for all benefits.

These grievances are filed on behalf of all members and will be handled by the Union's Advocacy (Legal) Department.

We appreciate your patience as the grievance process takes time. If you have any questions please ask a member of your Joint Labour Management Committee.

Fateh Born  
Staff Representative  
MoveUP/FA-572

