

Support Staff Benefit Improvements Effective November 1, 2008

a) Dental

Effective November 1, 2008, the combined maximums for Types A, B, C is increased to \$2,500 per year. The maximum for Type E is also increased to \$2,500 per year.

b) Dependent Life Insurance

Effective November 1, 2008, the coverage will increase to \$15,000 for spouse and \$3,000 for each child. This will be an automatic increase for those employees who have elected coverage. To obtain Dependent Life insurance at any time other than at hire or within 31 days of acquiring a new dependent, proof of good health is required.

c) Spousal Optional Life Insurance

Effective November 1, 2008, the benefit will increase to a maximum of 6 units of \$10,000. A health questionnaire must be completed in order to qualify for the additional insurance. The premium cost per unit of \$10,000 is unchanged.

d) Vision Care

Effective November 1, 2008, the maximum is increased to \$400 every 2 years.