

| | <u>Employee</u> | <u>Employer</u> | <u>Total</u> |
|-----------------------------------|-----------------|-----------------|--------------|
| Single employee | \$ 6.20 | \$ 6.20 | \$12.40 |
| Couple, or employee with children | 12.40 | 12.40 | 24.80 |
| Family | 18.60 | 18.60 | 37.20 |

The rates and benefits will be held constant until June 30, 1988.

ADMINISTRATION OF THE PLAN

BOARD OF MANAGEMENT

The Board of Management will be comprised of seven members' three voting members to be nominated by the Alliance and three voting members to be nominated by the employer. The parties will nominate a non-voting Chairperson. Should the parties be unable to agree upon a Chairperson, the Chairman of the PSSRB will be asked to do so. Appointments will be for terms of up to three years.

1. POWERS OF BOARD OF MANAGEMENT

- a) To resolve member complaints regarding claims or eligibility, if such complaints, have not been satisfactorily resolved by the Administrator to whom these matters shall first be brought.
- b) To consider rates, levels of contribution and level of benefits.
- c) To oversee the finances of the Plan including its financial viability and contracting with the Administrator and such other providers of services as they may need from time to time.
- d) To carry out regular and detailed monitoring of all aspects of the Plan's financial performance.
- e) To report on the financial stability of the Plan.
- f) To consider applications to join the Plan.

Where any matter within the jurisdiction of the Board of Management is not resolved by mutual agreement, it shall be referred for decision to the Appeal Board. In the event that additional groups join the Plan, then the Appeal Board will determine their participation in the Board of Management. However, the Public Service Alliance of Canada shall always have a majority on the Board of Management of union members and voting on the Board of Management shall proceed on the basis of one vote for the employer and one vote for the union members.

APPEAL BOARD

The Appeal Board shall consist of three members, one nominated by the employer, one nominated by Public Service Alliance of Canada and an independent Chairman either agreed upon by the other two members or failing agreement, to be appointed by the Chairman of the Public Service Staff Relations Board. However, for the first three years of the Plan's operation, the union nominee shall be John Fryer, the employer nominee shall be Bruce Light, and the independent Chairman shall be Martin Teplitsky, Q.C. The fees of the members of the Appeal Board shall be paid from the funds in the Plan.