



# HEALTH CARE COVERAGES: INDEFINITE LAYOFF

## When do my health care benefits stop after I'm laid off?

SCHEDULE OF HEALTH CARE CONTINUANCE FOR EMPLOYEES LAID OFF  
IN ACCORDANCE WITH ARTICLE I, SECTION 2(a) OF THE SUB PLAN

Health Care Continuance Based on SUBenefit Entitlement <sup>1</sup>		Health Care Continuance Based on Years of Seniority <sup>2</sup>	
Maximum Number of Months for Which Coverage Will Be Continued <sup>3</sup>	Maximum Number of Full Weekly SUBenefits to Which Employee's Credit Units as of Last Day Worked Prior to Layoff Would Entitle the Employee <sup>4</sup>	Maximum Number of Months for Which Coverage Will Be Continued <sup>3</sup>	Years of Seniority Last Day Worked Prior to Layoff
Column (1)	Column (2)	Column (3)	Column (4)
0	Less than 4	0	Less than 1
1	4 – 7	2	1 but less than 2
2	8 – 11	4	2 but less than 3
3	12 – 15	6	3 but less than 4
4	16 – 19	8	4 but less than 5
5	20 – 23	10	5 but less than 6
6	24 – 27	12	6 but less than 7
7	28 – 31	13*	7 but less than 8*
8	32 – 35	14*	8 but less than 9*
9	36 – 39	15*	9 but less than 10*
10	40 – 43	24	10 and over
11	44 – 47		
12	48 – 52		
13*	53 – 56*		
14*	57 – 60*		
15*	61 – 64*		

\* Applicable to an employee at work on or after November 17, 2002.

<sup>1</sup> Applicable to an employee at work on or after October 16, 2023.

<sup>2</sup> For the purposes of this schedule, Years of Seniority as defined under Definition (27)(b) of Article VIII of the Canadian Supplemental Unemployment Benefit Plan attached as Exhibit C-1 to the Agreement between the parties dated October 16, 2023.

<sup>3</sup> The maximum number of months for which Health Care Insurance will be continued is determined in accordance with Columns (1) and (2) or (3) and (4), whichever provides the greater number of months of coverage. To qualify for more than 12 months (15 months effective November 17, 2002) of coverage, under this Schedule, an employee must have 10 or more Years of Seniority as of the last day worked prior to layoff.

<sup>4</sup> If an employee after the employee's last day worked prior to layoff is initially credited during such layoff with Credit Units under the SUB Plan, use the date on which the employee is entitled to be credited with Credit Units.

Chart can be found in the Benefits Booklet under the Group Life Tab, located on page 4

Any further questions please call your Benefits Representative

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