

BENEFITS-AT-A-GLANCE (Click footnote for more information)

Concordia University Professional Employee Union (CUPEU)

	PERMANENT / SEASONAL		CONTRACT 6+ months		CONTRACT 6+ mos. after 1 yr. continuous service ¹		PENSIONERS*	COST SHARING		EMPLOYEE RESOURCE	POINT OF CONTACT
	FULL TIME	PART TIME ²	FULL TIME	PART TIME ²	FULL TIME	PART TIME ²	RETIRED	EMPLOYER	EMPLOYEE	ALL	ALL
COMPULSORY BENEFITS											
Health (Drugs / Medical / Travel): Under Age 65	Yes	Yes	No	No	Yes	Yes	Yes	50%	50%	Health Plan	Sun Life
Health (Drugs / Medical / Travel): Aged 65 and Over ³	Yes	Yes	No	No	Yes	Yes	Yes ⁴	85% ⁵	15% ⁵	Health Plan	Sun Life
Vision	Yes	Yes	No	No	No	No	Yes	50%	50%	Health Plan	Sun Life
Dental Plan	Yes	Yes	No	No	No	No	No	50%	50%	Dental Plan	Sun Life
Paid Sick Leave Plan	4 months	4 months	1 months	1 month	1 month	1 month	No	100%	0%	Paid Sick Leave Plan	medicalabsence@concordia.ca
Short-Term Disability	No	No	Yes	Yes	Yes	Yes	No	50%	50%	Paid Sick Leave Plan	medicalabsence@concordia.ca
Long-Term Disability ⁶	Yes	Yes	No ⁷	No ⁷	No ⁷	No ⁷	No	100%	0%	Long Term Disability Plan	medicalabsence@concordia.ca
Basic Life - 1X Annual Base Salary (has max & age limits)	Yes	No	No	No	No	No	Yes	100%	0%	Life Insurance Plans	Sun Life
Pension ⁸ : Eligible to join from Date of Hire	Yes	No	No	No	No	No	N/A	55% ⁹	45% ⁹	Pension Plan	pensions@concordia.ca
Pension ⁸ : After Attaining 35% YMPE or 700 hrs. (on Jan. 1, annually)	No	Yes	Yes	Yes	Yes	Yes	N/A	55% ⁹	45% ⁹	Pension Plan	pensions@concordia.ca
OPTIONAL BENEFITS											
Inpatient Health Plan - Individual plan	Yes	Yes	No	No	No	No	No	0%	100%		benefits@concordia.ca
Life up to 4X Annual Base Salary ^{10 11}	Yes	No	No	No	No	No	No	0%	100%	Life Insurance Plans	Sun Life
Dependent Life for spouse and child(ren)	Yes	No	No	No	No	No	No	0%	100%	Life Insurance Plans	Sun Life
Accidental Death & Dismemberment	Yes	No	No	No	No	No	No	0%	100%	Accident Insurance Plan	benefits@concordia.ca
OTHER EMPLOYEE BENEFITS											
Maternity Leave top-up (18 + 2 weeks at 93%)	Yes	Yes	Yes ¹³	Yes ¹³	Yes ¹³	Yes ¹³	No	100%	0%	Article 30 x Clause .01	benefits@concordia.ca
Adoption Leave top-up (37 weeks at 93%) ¹²	Yes	Yes	Yes ¹³	Yes ¹³	Yes ¹³	Yes ¹³	No	100%	0%	Article 30 x Clause .07	benefits@concordia.ca
Paternity Leave top-up (5 weeks at 93%) ¹²	Yes	Yes	Yes ¹³	Yes ¹³	Yes ¹³	Yes ¹³	No	100%	0%	Article 30 x Clause .09	benefits@concordia.ca
Parental Leave top-up (32 weeks at 93% after Mat/Pat leave)	Yes	Yes	Yes ¹³	Yes ¹³	Yes ¹³	Yes ¹³	No	100%	0%	Article 30 x Clause .10	benefits@concordia.ca
Access to Child Care Centers	Yes	Yes	Yes	Yes	Yes	Yes	No	N/A	N/A	Child Care Centers	
Access to Health Services at the University	Yes	Yes	No	No	Yes ¹⁴	Yes ¹⁴	Yes	N/A	N/A	Health & Wellness	514-848-2424 ext. 3565
Library Services	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A	Concordia Library	lib-circulation@concordia.ca
Tuition Waiver ¹⁵	Yes	Yes	No	No	Yes	Yes	Yes	100%	0%	Article 33	hr-reception@concordia.ca
Group RRSP	Yes	Yes	Yes	Yes	Yes	Yes	No	0%	100%	Group RRSP	benefits@concordia.ca
Group TFSA	Yes	Yes	Yes	Yes	Yes	Yes	No	0%	100%	TFSA	benefits@concordia.ca
Employee and Family Assistance Program (EAP)	Yes	Yes	No	No	Yes	Yes	No	100%	0%	EAP	EAP@concordia.ca

NOTES: BENEFITS-AT-A-GLANCE, LAST UPDATED JUNE 2021
CONCORDIA UNIVERSITY PROFESSIONAL EMPLOYEE UNION (CUPEU)

Benefits and Pension Plan are subject to plan or insurance contract provisions.

¹ After one (1) year of continuous service at Concordia University employees receive partial health (health + sick leave).

² An employee who works more than twenty (20) hours per week but less than thirty-five (35) hours per week and/or regularly works less than 12 months in a year, including Seasonal employees.

³ Quebec residents at age 65 are automatically enrolled with RAMQ and can choose to remain in the group insurance plan or permanently opt out.

⁴ Reserved for employees who were both permanent and full-time.

⁵ Cost sharing is approximate. For more information, visit [Cost of coverage](#).

⁶ Long-Term Disability coverage continues until you cease to be disabled, reach age 65, retirement, or the end of employment contract, whichever occurs first.

⁷ Article 36, When disability continues for more than one (1) month, the temporary employee is protected by the provisions of the short-term disability plan. Salary insurance payments shall equal sixty-six and two thirds (66 2/3 %) of the rate the temporary employee would have received had the temporary employee remained at work.

⁸ New hires join the Pension Plan once they have met the eligibility criteria, unless the employee elects in writing not to become a Member until January 1 of the year following completion of the two (2) full calendar years after the year in which the employee was hired, at which point membership in the Plan becomes mandatory.

⁹ Refer to Cspace for the annual contribution rates.

¹⁰ Subject to maximum contribution of \$800,000.

¹¹ Subject to a conversion maximum of \$200,000 for yourself and \$100,000 for your spouse upon departure from the University or retirement.

¹² Also have 5 days (of which 5 are paid) for absence in event of birth (spouse) or adoption.

¹³ Article 41.02, The temporary employee cannot receive an indemnity once laid-off.

¹⁴ Only if covered under the Concordia health plan.

¹⁵ Article 33, Tuition Waiver applies to temporary employees who are granted a position of one (1) year or more.

* For Pensioners, coverage details are found in the [Pensioner's Handbook](#).

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