

ADDENDUM

to

THE COLLECTIVE AGREEMENT September 1, 2008 to August 31, 2012

between

The Renfrew County Catholic District School Board (the Board)

and

The Ontario English Catholic Teachers' Association (OECTA)

and

The Renfrew OECTA Bargaining Unit,

Whereas section 17 of the Provincial Discussion Table (PDT) agreement, May 1, 2008, and Letter of Understanding #3 in the above Collective Agreement provided for a benefit enhancement effective September 1, 2010,

And Whereas the Parties wish to set out the particulars of the agreed benefit enhancements in Appendix C of the Collective Agreement,

APPENDIX C: Agreed Benefit Enhancements effective September 1st, 2010

1. Effective September 1st, 2010, the Extended Health Benefit Plan in Clause 14.02 of the Collective Agreement shall include the following benefits:

- a)** increase **Psychology** coverage to include counseling services from a social worker who has his or her Masters in social work to a maximum of \$1250 per person per calendar year with no visit maximum;
- b)** **Laser Eye Surgery** to a maximum of \$2000 per person per lifetime;
- c)** increase **Eye Examinations** to \$100 per person every 24 months; and
- d)** add **Nutritionist/Dietician Counselling** to a maximum of \$400 per person per calendar year

2. Effective September 1st, 2010, the Dental Prevention Care Plan in Clause 14.03 of the Collective Agreement shall include the following benefits:

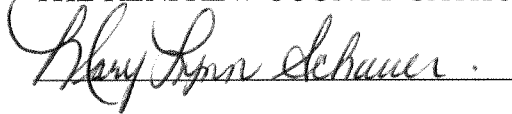
a) add **Level IV coverage (crowns/bridges) to major dental** at 50 percent co-payment to a maximum of \$2000 per person per calendar year; and

b) increase **Orthodontic Coverage** at 50 percent co-payment to a maximum of \$3000 per person lifetime.

On or before October 15, 2010, a copy of this Addendum shall be forwarded to each school and shall be incorporated into the existing electronic copy of the 2008-2012 Collective Agreement as found on the Renfrew County Catholic District School Board intranet site and the Master Benefit Policy.

Signed by the authorized representatives of the Parties this 28 day of September 2010

THE RENFREW COUNTY CATHOLIC DISTRICT SCHOOL BOARD



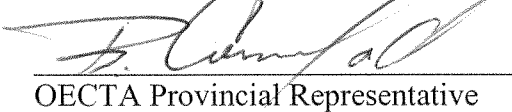


THE RENFREW OECTA BARGAINING UNIT



Unit President

THE ONTARIO ENGLISH CATHOLIC TEACHERS' ASSOCIATION



OECTA Provincial Representative