

ADVISORY LETTER

SENT BY E-MAIL

AL 19 - 03

December 18, 2003

TO: ALL FIR MEMBER COMPANIES

Gentlemen and Mesdames:

Re: Recovery of Benefit Premiums After the Strike

Further to the FIR Guidelines for Administration During Strikes contained in AL 17-03, (Item #2: Continuation of Benefits), this letter is to inform you about collecting benefit premiums from I.W.A. employees for time spent on strike.

The amount of recovery should vary from operation to operation because it is based on the duration of the strike at each operation. For example, for an operation that was struck on the late afternoon of November 21, 2003 and had crews returning to work on December 18, 2003, the strike lasted twenty-six (26) days and the employer should recover, by deduction from payroll, 26/30 of one-month's premiums paid for:

1. Health and Welfare Plan
(at the Leave of Absence rate of \$41 per month –
Group Life and AD&D Coverage only)
2. Medical Services Plan
3. Dental Plan
4. Extended Health Benefits Plan

The current monthly premiums payable for FIR member companies for items (2), (3) and (4) are attached for your reference and you will need these to calculate each individual's recovery amount.

A sample calculation of the employer's recovery for an employee with a family of three, who was involved in a 26-day strike, would be:

$$26/30 \times (\$41 + \$108 + \$98.15 + \$53.02) = \$260.15$$

Yours very truly,



Tom Getzie,
Vice President, Education
and Benefits Administration

Current Monthly Premiums Payable

The following premiums were paid by FIR employers during the strike period and are to be recovered from employees after the strike has ended.

1. Medical Services Plan of B.C.

Single	\$54/month
Family of Two (2)	\$96/month
Family of Three or more	\$108/month

2. FIR-IWA Dental Plan

Single	\$30.45/month
Married	\$57.00/month
Family	\$98.15/month

3. FIR-IWA Extended Health Benefits Plan

Single	\$21.04/month
Family	\$53.02/month

4. Group Life and Accidental Death & Dismemberment

Each Employee	\$41.00/month
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