Salary and Benefits

Economic Increases:

Section 41.2 Scales and Scale Adjustments

ATB economic increase (with indexation of PTR, salary floors and ceilings)
2026-2027: 5%
2027-2028: 5%

Improvements to existing insurance plans:

- Increase dental care coverage from 80% to 100%.

- Extended health benefits coverage:
  - Add the following extended health benefits: In Vitro Fertilization (IVF) and weight loss medications
  - Increase extended health benefits coverage from 80% to 100%.

- Enhance psychologist, Clinical Counselor, Social Worker, Marriage/Family Therapist, Psychoanalyst and Psychotherapist at 100% up to $3,000 per calendar year combined for all practitioners.

- Paramedical services:
  - Add the following paramedical services: kinesiology, nutritionist
  - Increase the coverage by paramedical service from $400 to $600

- Increase vision coverage per 24 months from $475 to $750

Propositions non liées aux régimes d'assurance

New Section
Section 40.4 The University of Ottawa Pension Plan
40.4.6 Transparency Every January 1 and July 1, the Employer shall disclose a list of all holdings of the pension fund. The disclosure shall include the names of all companies held directly or indirectly (for example, companies held in mutual funds) and their individual total investment amounts.

40.8 Professional expenses reimbursement

*40.8.1 The Employer shall reimburse every Member for allowable professional expenses incurred by the Member in each calendar year on behalf of the Employer in carrying out employment duties or in acquiring supplies or equipment related to the performance of such duties, as follows:

~~Effective January 1, 2025: $2,600~~.
Effective January 1, 2027: $3,500
Effective January 1, 2028: $3,500

PER shall not be prorated.

40.9 Health Care Spending Account on retirement

*40.9.1 Retired Members ~~retiring on or after May 1, 2001~~ shall, per calendar year, have access to a Health Care Spending Account (HCSA) of the amount set out below, funded by the Employer (with a carryover of credits from the previous calendar year, as per Income Tax Act rules).

~~Effective 2017 calendar year: $1,350~~.
Effective January 1, 2027: $2,300
Effective January 1, 2028: $2,400

Effective 2029 and subsequent calendar years: the amount shall be increased each January 1 by the amount by which nominal salaries are adjusted under 41.2 in the concurrent period.

Section 38.2 Retirees' privileges and benefits

New Section

*38.2.6.3 Retirees shall have access to all University of Ottawa libraries and their services, including electronic access.