

Non-Union Benefits Policy



Section	Date	By-Law Number	Page	Of
Human Resources	November 19, 2019	166-2019	1	2
Subsection	Repeals By-Law Number		Policy Number	
Non-Union	117-2012		HR-3-6	

POLICY STATEMENT

The intent of this policy is to identify a package of employee benefits for its Non-Union personnel based on the following objectives:

- Attracting and retaining dedicated employees;
- Maintaining good morale among all employees;
- Offering a fair retiree benefit package; and
- Maintaining a shared responsibility for security and benefit coverage.

POLICY

The Non-Union Benefits Policy outlines the health and retiree benefits for permanent, non-union staff.

The Employer reserves the right to select and change benefit carriers in order to most efficiently meet the needs of staff including Non-Union staff. All City of Kenora benefit plans have established eligibility requirements.

HEALTH BENEFITS

All Non-Union personnel shall be entitled to a benefits package consisting of the most favourable benefits negotiated by the various unions the City engages with.

It is also understood that specific and unique benefits accruing to a particular Union group, due to the nature of their occupation, shall only be provided to Non-Union personnel upon approval of Council.

ENROLMENT

Benefit plan enrolment is mandatory for all full-time employees unless the employee can provide evidence that they are covered by a plan that provides comparable coverage.

RETIREE BENEFITS

The benefit plan for retirees is based on the most favorable package during the year that notice is given. Information of eligible benefits for retirees can be obtained through the Payroll Department.