

**Memorandum of Agreement**

Between

Royal Roads University

And

Royal Roads University Faculty Association

Re: Long Term Disability

The University and the Faculty Association agree that effective on the date of this Memorandum of Agreement, Articles 33.1 (d) and 33.5 of the Parties' 2019-2022 Collective Agreement shall be amended as follows:

**33.1 Extended Health**

The University shall maintain an Extended Health Plan and shall pay one hundred per cent (100%) of the monthly premiums for the following benefits:

- d) Long Term Disability Insurance to a maximum of two-thirds (2/3) of the employee's monthly earnings (qualifying period of sixteen (16) weeks).

**33.5 Long Term Disability (LTD)**

The University shall maintain a Long-Term Disability (LTD) plan and the University shall pay one hundred percent (100%) of the monthly premium. It shall be mandatory for employees to enroll in and maintain coverage under the LTD plan. The Long-Term Disability Insurance benefit is two-thirds (2/3) of the employee's monthly basic earnings to a maximum of \$6000 (qualifying period of sixteen (16) weeks). Upon ratification of this new agreement, any new LTD claim is subject to tax deductions

Agreed at Victoria, BC this 8th day of February, 2021.

ON BEHALF OF THE UNIVERSITY:



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Terrie Klotz  
Associate Vice President, Human  
Resources

ON BEHALF OF THE ROYAL ROADS  
UNIVERSITY FACULTY ASSOCIATION:



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David Black  
President, RRUFA