



## Vantage Foods (MB) Inc/ UFCW Benefit Plan



# Benefit Summary

**This Pamphlet describes the benefits available to employees of Vantage Foods (MB) Inc., who are members of UFCW Local 832.**

**April 1, 2017**

The Plan is operated by a Board of Trustees with an equal number of Trustees appointed by Vantage Foods (MB) Inc. and the Union. The Trustees have full authority to resolve all questions related to the provisions of the Plan.

**FOR INFORMATION ABOUT YOUR ELIGIBILITY, COVERAGE OR CLAIMS, CALL OR WRITE THE ADMINISTRATOR.**

**Please inform the Administrator of any change in your address.**

Administrator's Address:  
Vantage Foods (MB) Inc./UFCW  
Benefit Plan  
3rd Floor, 880 Portage Avenue  
Winnipeg, Manitoba R3G 0P1  
Phone: 982-6087

### The Board of Trustees

**Donald Finstad  
Cory DeBaets  
Jeff Traeger  
Blake Crothers**

The Plan provisions may be changed depending upon the financial experience, or at the discretion of the Trustees, if the change is in the best interests of the Plan. This can include an increase or decrease in the amount of coverage or termination of the Plan.

**NOTE: If there are any discrepancies between this Pamphlet and the Plan Text, the Plan Text will prevail.**

## Membership

You become a Member of the Plan on the first day of the month immediately following the month in which you have completed **6** consecutive calendar months of employment with Vantage Foods.

## Eligibility for Benefits

You become eligible for benefits on the first day of the month immediately following the month in which you accumulate **350 hours** in your Hour Bank.

Your eligibility for benefits is suspended while you are laid off or on an approved leave of absence.

Your eligibility for benefits terminates on the earlier of the following dates:

- (a) you terminate employment with Vantage Foods;
- (b) you cease to be a member of Local 832;
- (c) the Plan terminates.

## Hour Bank

An Hour Bank will be established for you, to which the hours you work, as reported by Vantage Foods, will be credited.

For every 350 hours accumulated in your Hour Bank, you will be granted one "sick day" credit up to a maximum of 1,750 hours or 5 "sick day" credits.

350 hours will be deducted from your Hour Bank for each "sick day" paid to you.

## Sick Pay

For each day that you are unable to work as a result of an illness or an accidental non-occupational bodily injury, the Plan will pay you:

- \$150.00** if you are a Maintenance Journeyman (Level I).
- \$ 95.00** if you are a Senior Plant Operations Employee (Level II).
- \$ 75.00** if you are a Plant Operations Employee or Maintenance Helper (Level III).

For any one such absence, benefits will be paid **for up to 5 days** or until recovery or death, whichever occurs first.

## Vision Care

You will be reimbursed for up to a combined maximum of \$300 per 24-month period for glasses and contact lenses. You will also be reimbursed for up to \$125 per 24-month period for eye examinations.

## Exclusions

No payment will be made:

- for any partial day of absence;
- if you are entitled to receive benefits from any other source;
- if you are on lay-off, leave of absence, vacation or maternity leave;
- if your disability results from an intentionally self inflicted injury, or while you are committing a criminal offense, or provoking an assault, or cosmetic surgery that is not correcting a deformity;
- if you are eligible for reimbursement in any part by the Manitoba Health Services Commission.

## PRIVACY LEGISLATION

Participation in the Vantage Foods (MB) Inc./UFCW Benefit Plan ("Plan") depends on the collection, storage, use and, sometimes, the destruction of personal information about the Members of the Plan.

This information forms the foundation upon which individual entitlements are built, and from which benefit payments are calculated and made. As well, parts of the personal information are needed to satisfy government demands for facts, facilitate audits of the Plan, estimate future operating costs, assess Plan performance; and to transfer data to any replacement program. The information could also be called into a court action. In all cases, however, personal information is stored with the utmost attention to security, and deployed, sparingly, to fulfill the requirements of the Plan and the law.

Registration, to participate in the Plan, involves an authorization to allow the Board of Trustees and the Administrator to gather and apply personal information in specific ways. A Member may revoke that authorization, subject to certain legal constraints, however, doing so precipitates the destruction of the Member's personal information and may result in the termination of your coverage.

A complaint by a Plan Member, related to Personal Information, may be addressed to the Administrator's Privacy Officer. If further satisfaction is required, the Plan Member may contact the Office of the Privacy Commissioner of Canada or, if applicable, the Provincial Commissioner.

## CLAIMS PROCEDURE

Claim forms may be obtained from your Human Resources Department, by calling the Administrator or by visiting the Union website at [ufcw832.com](http://ufcw832.com).

**Sick Pay:** Complete Section 1 of the Sick Pay Claim Form, and have your Employer complete Section 2.

Mail the Sick Pay Claim Form to the Administrator.

Claims must be submitted **within 45 days** following the date your absence occurred.

**Vision Care:** Complete the Member's Statement of the Vision Care Claim Form, and sign and date the Form. Attach the receipts for all expenses.

Claim Forms must be submitted no later than April 30 of the year following the year the claims were incurred.

Mail the Vision Care Claim Form to the Administrator.