



# Toronto Civic Employees' Union, Local 416

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## LOCAL 416

Affiliated with the Canadian  
Labour Congress and the  
Labour Council of Toronto  
& York Region

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September 9, 2022

Sisters, Brothers, and Friends,

### **RE: City of Toronto - GSC Family Benefit Plan Verification Exercise**

On or around August 2, 2022, members and retirees received a letter from the Employer's Pension, Payroll & Employee Benefits Division advising that to maintain health and dental benefits for dependents who have been enrolled in the benefits plan, members must participate in a "family benefit plan verification exercise."

The Union immediately consulted with our legal counsel on this issue, and on August 11, 2022, a letter was sent to the Employer demanding that they cease and desist in their attempt to obtain private information and sensitive documents from our members and retirees.

The Employer has also sent the "family benefit plan verification exercise" to our Sister Unions, who expressed the same concerns as us and will also be arbitrating this matter in an expeditious manner.

**We wish to advise all Active and Retired members *NOT* to provide the requested information until an arbitrator adjudicates this matter.**

The Union will keep members and retirees informed on the status of the arbitration via email distributions and website posts.

If you have any questions or concerns, please contact Rob Nichol at [rnichol@local416.org](mailto:rnichol@local416.org).

In solidarity,

*"ORIGINAL SIGNED"*

Eddie Mariconda  
President  
Toronto Civic Employees'  
Union, CUPE Local 416