



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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November 16, 2022

Dear Local 416 Members:

As you are aware, the employer sent out a Benefits Verification notice for members to confirm their dependents and advised that this be done by November 18, 2022.

Local 416 has filed a Policy Grievance on this matter which has been forwarded to arbitration. In the meantime, the employer has advised Local 416 of the following:

- *Members who submit the Attestation Form only, without the supporting documents will be marked as "incomplete" but they will be granted a two-week extension until January 15, 2023. For clarification, any member who completes the Attestation Form* will not have their dependents removed as of January 1, 2023.*

We are anticipating that this matter will be resolved prior to the January 15, 2023, extension deadline.

Currently, we are advising our members to sign only the Attestation Form and submit it ASAP! We have advised the employer that with this new update, some members may not be able meet the November 18th deadline as requested. The employer advised the link will remain open through the weekend to allow for members to submit the form.

***Attestation** - is a sworn declaration that has the same force and effect as if made under oath. The Attestation Form is posted on InsideTO and provided with the verification packages.

If an employee does not complete and submit the Attestation Form, it may result in the removal of their dependents on January 1, 2023.

We will send out a further update once this matter is resolved, or prior to January 15, 2023, if no resolve has been reached.

If you have any issues you can reach the Mercer helpline at 1-855-978-2930, or contact Rob Nichol (rnichol@local416.org) for assistance.

Sincerely,

"original signed"

Eddie Mariconda
President
Toronto Civic Employees' Union
CUPE Local 416

EM:dr
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