

Hi,

If you are a unit 1 member, kindly take a moment to see if there are any of the seven benefits listed below that you may need and have not used yet.

1. Health Spending Account: Unit 1

A Health Care Spending Account (HCSA) exists for all TAs and RAs (in lieu). Effective January 30, 2023, the maximum entitlement is now \$350 per twenty-four-month period. The Health Care Spending Account (HCSA) enables members to claim a wide range of medical, dental and pharmaceutical expenses not covered (or inadequately covered) by OHIP, UHIP and student extended health plans administered by the GSA and MSU. Vision care products and services such as glasses, contacts and eye exams will remain eligible expenses.

<https://cupe3906.org/tas-unit-1/unit-1-benefits/>

Form:

<https://cupe3906.org/wp-content/blogs.dir/501/cupe-3906-unit-1-spending-account-and-claim-form-july-2025-1.pdf>

2. UHIP Rebate

Are you an International Student? The UHIP rebate refers to a refund or reimbursement for payments made to the University Health Insurance Plan (UHIP), which is a mandatory health insurance plan for international members. **UHIP Rebate entitlement is \$250 per academic year.** Please note that you **must include supporting documentation** (i.e., a copy of your UHIP card or a copy of your student fee statement indicating payment of UHIP fees) with the form to receive funds. Paper claims may be left in the office, or deposited in the drop box to the left of our entrance in KTH B111. UHIP claims may also be emailed to claims@prosure-group.com.

Form:

<https://cupe3906.org/wp-content/blogs.dir/501/2023/09/Cupe-3906-UNIT-1-UHIP-250-Rebate-Form-SEPT-2023.pdf>

3. Reproductive Health Fund

Under the Reproductive Health Fund, CUPE 3906 Unit 1 members (TAs and RAs in lieu) are able to **claim up to \$150 in reproductive health related expenses per academic year.** These expenses include but are not limited to, menstrual products, HPV vaccines, prenatal vitamins, OTC Plan B, IUD insertions, transportation to and from reproductive healthcare services etc. ***This benefit is available to members of all sexes and genders, it is not restricted based on gender identity.***

<https://cupe3906.org/tas-unit-1/reproductivehealth/>

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Form: <https://cupe3906.org/wp-content/blogs.dir/501/2023/03/CUPE-3906-Unit-1-REPRODUCTIVE-HEALTH-Claim-Form-MAR-2023.pdf>

4. Dental Plan

CUPE 3906 provides dental coverage for Classification A Unit 1 members (excluding TAs and RAs in lieu who do not hold an undergraduate degree) who have a TAship or RAship in lieu of a TAship within the current academic year. **Eligibility** for the Dental plan runs by **academic year** (i.e., Sept 1st to Aug 31st). The **eligible amount for reimbursement** (i.e., the money that is available to you) runs by **calendar year**.

More information here: <https://cupe3906.org/tas-unit-1/dental-plan/>

Please email administrator@cupe3906.org if you have any questions about the CUPE dental plan.

5. Child care rebate

CUPE 3906 recognizes the high costs of childcare and has established a reimbursement fund to help offset the high costs of childcare. This money has been allocated by the Benefits Committee from the existing, and limited, funds currently made available to Unit 1 members by the Employer. You can now submit your Childcare Rebate claims via email to benefits@cupe3906.org.

<https://cupe3906.org/tas-unit-1/child-care-reimbursement/>

Form:

<https://cupe3906.org/wp-content/blogs.dir/501/2022/01/CUPE-3906-Unit-1-CHILDCARE-CLAIM-FORM-JAN-2022.pdf>

6. Gender Affirmation Fund

Protected in Article 21 of the Collective Agreement, the Gender Affirmation Fund provides a total of \$10,000 per year to help offset the costs involved with various elements of affirming one's gender. The purpose of this fund is to help offset the costs associated with gender affirmation – including everyday, medical, administrative, legal, and other expenses. Any member of CUPE Local 3906, Unit 1 (TAs and Ras in-lieu) who identifies as Two Spirit, trans, or nonbinary.

<https://cupe3906.org/tas-unit-1/gender-affirmation-fund/>

Form:

<https://cupe3906.org/wp-content/blogs.dir/501/cupe-3906-unit-1-gender-affirmation-fund-claim-form-nov-2024.pdf>

7. Employee Family Assistance Program

As a Teaching Assistant or RA in lieu (CUPE Unit 1 member), you have access to McMaster's Employee Family Assistance Program (EFAP) at no cost and on the same basis as other employee groups at McMaster. Access was won through collective bargaining and the advocacy and support of members in 2016. This service is confidential and provides access to a wide variety of counselling services and McMaster has contracted Telus Health as its provider. Information about the new EFAP provider, including contact information, can be found <https://cupe3906.org/wp-content/blogs.dir/501/2023/03/Telus-Health-EFAP-Brochure.pdf> and <https://cupe3906.org/wp-content/blogs.dir/501/2023/03/Telus-Health-EFAP-Poster.pdf> For additional support or guidance, you are welcome to reach out to me, other execs/union staff. We are here to ensure you can fully access the benefits you are entitled to as members.

Please use your benefits and spread the word so your friends can claim theirs too! For more information <https://cupe3906.org/tas-unit-1/unit-1-benefits/>

I hope this information is helpful.

Thank you!