

A PLAN FOR  
ALL ASPECTS OF



# Metal Fabrication Sales & Marketing



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# Metal Industries Association

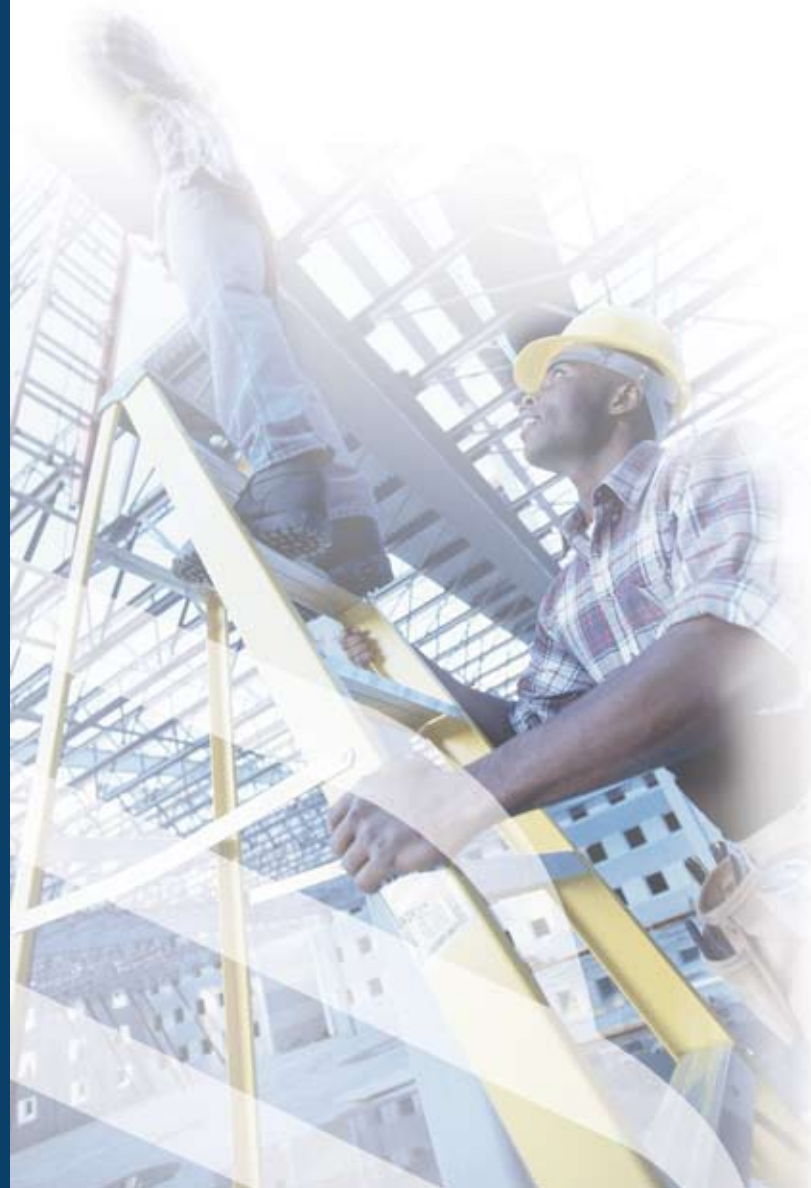
BENEFIT PLAN  
POLICY INFORMATION

A Leader in Group Benefits Since 1967

# WHY CHOOSE THE Metal Industries Association? BENEFIT PLAN.

The Metal Industries Association Benefit Plan is for those companies involved in all aspects of metal fabrication, sales and marketing. Since 1967 the MIA has established a large stable pool of companies. This large pooling arrangement has achieved an economy of scale, which has translated in MIA's ability to deliver quality benefits at very competitive prices. With local offices we are able to offer close, fast support to the servicing needs of the metal industry.

The MIA is an arm of the Western Employers Labour Relations Association. Serving both union and non-union employers it provides member companies with the ability to react professionally to the many employee relations stresses imposed on business by government, unions and employees themselves. Its many services include advice and participation when dealing with grievances and employee complaints, establishing positive employee relations programs, salary surveys, collective bargaining and representing members when dealing with such governmental bodies as the Employment Standards Branch, Human Rights Branch and the Labour Relations Board.



- Low administration costs due to economy of scale
- Flexible plan design
- High non-medical maximums
- Self Funding at 6% of claims
- Stable premium structure
- Professional assistance in designing employee benefit plans
- Reviewing collective bargaining agreements and proposals
- Analyzing group administration and claim servicing problems