



Benefits at a Glance – Academic Staff Members

Continuing, Contingent Term, or Limited Term

Effective September 1, 2024

Benefit	Coverage	Eligibility	Total Monthly Cost (FTE 1.00)		
			Coverage	Employee	University of Calgary
Health	Benefit year: July 1 to June 30 <i>Health coverage is subject to Alberta Blue Cross coverage levels, maximums, limitations, exclusions - refer to details in Policy booklet:</i> 80% coverage for eligible prescription drugs, dispensing fees, \$25 annual deductible, generic pricing Examples of other covered expenses – <i>paid at varying coverage levels:</i> Hospital accommodation, Ambulance service, Medical aids Paramedical practitioners – psychologist, physiotherapist, etc. Eye examinations & vision care Out of province emergency medical	Effective: Date of Hire Mandatory participation	Single	\$12.76	\$72.98
			Family	\$31.90	\$182.60
			Please contact Human Resources for health and dental premiums rates for Academic Staff Appointments of less than 0.80 FTE		
Dental	Benefit year: April 1 to March 31 <i>Dental coverage subject to current Blue Cross Usual and Customary Dental Fee Schedule, maximums/frequency limits - refer to details in Policy booklet:</i> 80% Basic dental services 80% Extensive dentistry 50% Orthodontic up to \$1500 lifetime maximum per eligible participant	Effective: Date of Hire Mandatory participation	Single	\$3.94	\$65.94
			Couple	\$7.86	\$131.84
			Family	\$11.78	\$197.50
Balance – Online Wellness	Online Wellness program. Set goals, keep track of your actions to achieve and maintain a healthy lifestyle. Earn points and win prizes.	Effective: Date of Hire	Benefit is provided at no cost to the employee		
Flexible Spending Account	Benefit Year: July 1 to June 30 Eligible employees receive flexible spending credits based on their FTE to allocate to a Health Spending Account, a Wellness Spendingo allocate				

ACADEMIC STAFF MEMBERS



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Optional Insurances Child Optional Life Insurance

Benefit

Optional child life insurance can be purchased in units of \$5,000
\$10,000 or \$15,000 per dependent child.

Eligibility

Total Monthly Cost