

Benefits at a Glance – Support Staff

			FTE	Coverage	Employee	University				
			Mandatory participation	0.80 – 1.00	Single Family	\$4.12 \$11.10	\$79.12 \$197.12			
				0.60 – 0.79	Single Family	\$19.94 \$50.52	\$63.30 \$157.70			
				0.40 – 0.59	Single Family	\$35.76 \$89.94	\$47.48 \$118.28			
Dental	Benefit year: April 1 – March 31 <i>Dental coverage is subject to the current Alberta Blue Cross Usual and Customary Fee Schedule:</i> 80% Basic dental services 65% Extensive dentistry \$1,500 combined maximum per person per benefit year 65% Periodontic dentistry Lifetime maximum of \$1,500 per person 50% Orthodontics Lifetime maximum of \$1,500 per dependent child under age 19	Effective: 6 months from Date of Hire	FTE	Coverage	Employee	University				
		Mandatory participation	0.80 – 1.00	Single Family	\$2.80 \$7.02	\$46.84 \$117.04				
– 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 – June 30 Eligible employees receive flexible spending credits based on their FTE to allocate to a Health Spending Account (HSA), a Wellness Spending Account (WSA), or both. Unused credits may be carried forward for one benefit year after the year in which the credits are advanced. <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; text-align: center;">Health Spending Account <i>(Non-Taxable)</i></td> <td style="width: 50%; text-align: center;">Wellness Spending Account <i>(Taxable)</i></td> </tr> <tr> <td style="font-size: small;">Benefit may be used for employee and eligible dependents. Provides for reimbursement of medically related expenses not covered by provincial health care or which exceed the plan maximums.</td> <td style="font-size: small;">Benefit is limited to expenses for the employee only. Covers eligible non-medical expenses and wellness related activities which promote the health and wellbeing of the employee.</td> </tr> </table>	Health Spending Account <i>(Non-Taxable)</i>	Wellness Spending Account <i>(Taxable)</i>	Benefit may be used for employee and eligible dependents. Provides for reimbursement of medically related expenses not covered by provincial health care or which exceed the plan maximums.	Benefit is limited to expenses for the employee only. Covers eligible non-medical expenses and wellness related activities which promote the health and wellbeing of the employee.	Effective: Date of Hire	Annual Credit Allocation: Benefit provided at no cost to the employee			
		Health Spending Account <i>(Non-Taxable)</i>	Wellness Spending Account <i>(Taxable)</i>							
		Benefit may be used for employee and eligible dependents. Provides for reimbursement of medically related expenses not covered by provincial health care or which exceed the plan maximums.	Benefit is limited to expenses for the employee only. Covers eligible non-medical expenses and wellness related activities which promote the health and wellbeing of the employee.							
		0.80 – 1.00 FTE: \$850 per year								
0.60 – 0.79 FTE: \$680 per year										
0.40 – 0.59 FTE: \$510 per year										
				Credits are prorated for staff members who are hired after the new benefit year starts.						
				\$100 minimum credit allocation to HSA and WSA if employee chooses both.						
Long Term Disability	Non-taxable benefit provides income continuance if the employee is unable to return to work due to long-term illness or injury. After an LTD claim is approved, the employee will receive 70% of first \$2,500 earnings and 40% of the balance, to a maximum benefit of \$3,500/month. Payable for up to 2 years of disability or to age 65, whichever occurs earlier.	Effective: 6 months from Date of Hire	Mandatory participation 100% Employee paid	\$0.316 per \$100 insured earnings up to \$6,875 per month maximum insurable salary						
Group Life Insurance	In the event of death, the employee's designated beneficiary will receive a lump sum payment of 2 times the employee's annual salary. Maximum benefit is \$175,000.	Effective: 6 months from Date of Hire	Mandatory participation 100% Employee paid	\$0.1194 per \$1,000 of coverage						
Optional Life Insurance	Additional life insurance can be purchased for both the staff member and their spouse in units of \$1,000 to a maximum of \$300,000. Medical evidence of insurability is required.		100% Employee paid	Based on age, gender, smoker/non-smoker status and the amount of insurance requested						
Child Optional Life Insurance	Optional child life insurance can be purchased in units of \$5,000, \$10,000 or \$15,000 per dependent child.		100% Employee paid							

