Benefits at a Glance – Support Staff
Limited Term > 6 months: Full-time or Part-time (0.40 FTE to 1.00 FTE)

Effective: September 1, 2021

Extended Health Care
Benefit year: January 1 – December 31
Extended Health coverage is subject to Alberta Blue Cross inside maximums, limitations and exclusions:
- 100% Prescription drugs
- Generic pricing
- $25 annual deductible, $6.50 dispensing fee cap per prescription
- 100% Hospital accommodation
- 100% Ambulance service
- 100% Paramedical practitioners / 80% Psychologist
- 100% Eye examinations ($40 / 24 months)
- 100% Out of province emergency medical

Dental
Benefit year: April 1 – March 31
Dental coverage is subject to the current Alberta Blue Cross Usual and Customary Fee Schedule:
- 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

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.

Health Spending Account: (Non-Taxable)
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.

Wellness Spending Account: (Taxable)
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.

Long Term Disability
Non-taxable benefit provides income continuance if the employee is unable to return to work due to long-term illness. 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.

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.

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.

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

To apply, email benefits@ucalgary.ca

Updated: August 5, 2021
### Pension

**Public Service Pension Plan (PSPP)**

pspp.ca

**Description**

Defined benefit pension plan provides monthly benefit after retirement based on average salary (to pensionable salary caps) and pensionable service. Mandatory participation for full-time employees on the date of hire if the term of employment is 1 year or more, or if term is extended to 1 year or more. Once in the plan, participation continues until termination or change to ineligible employment category. Visit the PSPP website for more information.

**Eligibility**

Effective: Date of Hire

Part-time employees are not eligible to participate.

**Employee and University Contribution Rates**

**Yearly Maximum Pensionable Earnings ("YMPE")**

2021 YMPE: $81,600

The University of Calgary matches the Employee’s contributions

**Employee Contribution Rates:** (as of January 1, 2018)

10.47% on salary up to the YMPE plus 14.95% on salary above the YMPE.

### Other Programs

**Tuition Support Program**

**Employee**

Tuition Support

**Description**

**Benefit Year:** July 1 – June 30

**Employee only:**
Covers tuition for both University of Calgary Continuing Education courses and Academic credit courses (excludes general fees, course materials and other costs). Tuition support is based on the tuition course cost listed in the Tuition and General Fees Chart. The individual is responsible for any difference between program course costs and the amounts in the Tuition and General Fee Chart.

**Eligibility**

Effective: 6 months from Employee’s continuous service date in a benefit eligible position

Employee must apply for the benefit

**Benefit**

<table>
<thead>
<tr>
<th>Tuition Support per Academic Year: Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FTE</strong></td>
</tr>
<tr>
<td>0.80 – 1.00</td>
</tr>
<tr>
<td>$2,000.00 maximum per course</td>
</tr>
<tr>
<td>0.60 – 0.79</td>
</tr>
<tr>
<td>$1,600.00 maximum per course</td>
</tr>
<tr>
<td>0.40 – 0.59</td>
</tr>
<tr>
<td>$1,200.00 maximum per course</td>
</tr>
</tbody>
</table>

**Spouse and Eligible Dependent Children:**
Covers tuition for University of Calgary Academic credit courses (excludes general fees, course materials and other costs).

The Tuition Fee Waiver for eligible dependents does not include Continuing Education courses.

**Eligibility**

**Benefit Year:** July 1 – June 30

Effective: 1 year from Employee’s continuous service date in a benefit eligible position

Employee must apply for the benefit

**Benefit**

<table>
<thead>
<tr>
<th>Tuition Fee Waiver per Academic Year: Spouse and Eligible Dependents</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee Job Status</strong></td>
</tr>
<tr>
<td>Full-time</td>
</tr>
<tr>
<td>Part-time</td>
</tr>
</tbody>
</table>

**Vacation**

**AUPE Collective Agreement**

Vacation leave balances accrue with on a monthly basis from the date of hire. Part-time employees accrue vacation entitlement on the same basis as Full-time employees but proportionate to their normal hours of work.

**Eligibility**

Effective: Date of Hire

3 weeks per year. Vacation accrual is pro-rated and based on FTE.

**Sick Leave**

**AUPE Collective Agreement**

Sick leave coverage provides Support Staff with income when absent from work due to non-occupational illness or injury. Depending on the situation, medical documentation may be required. Sick Leave for Part-time Employees is provided on the same basis as Regular Full-time Employees but proportionate to the employee’s normal hours of work.

**Eligibility**

Effective: Date of Hire

130 Days of sick leave per calendar year

- Illness within the first 3 months: paid at 70% salary
- Illness after 3 months up to 1 year of service: 20 days paid at 100% salary and 110 days at 70% salary
- Number of days paid at 100% salary increases with each year of employment

**WellBeing and WorkLife**

**Employee and Family Assistance Plan (EFAP)**

homeweb.ca

**Description**

EFAP is a confidential service available to you and your family members. Support is available over the phone and off-site, providing referrals to resources, services, and support in the employee’s community.

**Eligibility**

Effective: Date of Hire

Benefit is provided at no cost to the employee

**Update:** Updated: August 5, 2021