**SUPPORT STAFF – LIMITED TERM**

Extended Health Care  
**Benefit: 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

**Benefit Coverage:**  
- **Effective:** Date of Hire  
- **Mandatory participation:**
  - **FTE:** 0.80 – 1.00  
  - **Coverage:** Single  
  - **Employee:** $1.00  
  - **University:** $76.00
  - **Coverage:** Family  
  - **Employee:** $3.30  
  - **University:** $189.30
  - **FTE:** 0.60 – 0.79  
  - **Coverage:** Single  
  - **Employee:** $16.20  
  - **University:** $60.80
  - **Coverage:** Family  
  - **Employee:** $41.16  
  - **University:** $151.44
  - **FTE:** 0.40 – 0.59  
  - **Coverage:** Single  
  - **Employee:** $31.40  
  - **University:** $45.60
  - **Coverage:** Family  
  - **Employee:** $79.02  
  - **University:** $113.58

**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, 2023

**Dental**  
**Benefit:** 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

**Benefit Coverage:**  
- **Effective:** 6 months from Date of Hire  
- **Mandatory participation:**
  - **FTE:** 0.80 – 1.00  
  - **Coverage:** Single  
  - **Employee:** $1.58  
  - **University:** $45.60
  - **Coverage:** Family  
  - **Employee:** $3.96  
  - **University:** $113.96
  - **FTE:** 0.60 – 0.79  
  - **Coverage:** Single  
  - **Employee:** $10.70  
  - **University:** $36.48
  - **Coverage:** Family  
  - **Employee:** $26.74  
  - **University:** $91.18
  - **FTE:** 0.40 – 0.59  
  - **Coverage:** Single  
  - **Employee:** $19.82  
  - **University:** $27.36
  - **Coverage:** Family  
  - **Employee:** $49.54  
  - **University:** $68.38

**Flexible Spending Account**  
**Benefit Year:** July 1 – June 30

**Benefit provided at no cost to the employee**

**Annual Credit Allocation:** Benefit provided at no cost to the employee

<table>
<thead>
<tr>
<th>FTE</th>
<th>Coverage</th>
<th>Employee</th>
<th>University</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.80 – 1.00</td>
<td>Single</td>
<td>$1.58</td>
<td>$45.60</td>
</tr>
<tr>
<td></td>
<td>Family</td>
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<td>$68.38</td>
</tr>
</tbody>
</table>

**Credits are prorated for staff members who are hired after the new benefit year starts.**

<table>
<thead>
<tr>
<th>Annual Credit Allocation: Benefit provided at no cost to the employee</th>
</tr>
</thead>
</table>
| $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.*

**Benefit Coverage:**  
- **Effective:** 6 months from Date of Hire  
- **Mandatory participation:**
  - **100% Employee paid**

<table>
<thead>
<tr>
<th>Monthly Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.333 per $100 insured earnings up to $6,875 per month maximum insurable salary</td>
</tr>
</tbody>
</table>

**Group Life Insurance**  
*In the event of death, the employee’s designated beneficiary will receive a lump sum payment of $1,925 per month in the case of a beneficiary over the age of 65.*

**Benefit Coverage:**  
- **Effective:** Date of Hire  
- **Mandatory participation:**
  - **100% Employee paid**

<table>
<thead>
<tr>
<th>Monthly Cost</th>
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<tbody>
<tr>
<td>$0.0995 per $1,000 of coverage</td>
</tr>
</tbody>
</table>

**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.*

**Benefit Coverage:**  
- **Effective:** Date of Hire  
- **100% Employee paid**

<table>
<thead>
<tr>
<th>Monthly Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Based on age, gender, smoker/non-smoker status and the amount of insurance requested</td>
</tr>
</tbody>
</table>

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

**Benefit Coverage:**  
- **100% Employee paid**

<table>
<thead>
<tr>
<th>Monthly Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>$5,000 – $1.10</td>
</tr>
<tr>
<td>$10,000 – $2.20</td>
</tr>
<tr>
<td>$15,000 – $3.30</td>
</tr>
</tbody>
</table>

*Cost sharing of premiums between the Governors and staff members would be implemented where an increase to these costs exceeds the rates outlined in the Collective Agreement between the Governors of the University of Calgary and Alberta Union of Provincial Employees Local 52.*

Updated: Aug 14, 2023
The University of Calgary matches the Employee’s contributions

Employee Contribution Rates as of January 1, 2023:
8.30% on salary up to the YMPE plus
11.90% on salary above the YMPE

Vacation

Vacation benefits are available to Support Staff with continuous employment. The number of vacation days varies depending on the employee’s job status and years of service.

Sick Leave

Sick leave coverage provides Support Staff with income during periods of illness or injury, as defined by the plan. Benefits are calculated based on the employee’s normal hours of work.

WellBeing & WorkLife

Access to resources and services to aid in proactively managing your work and personal life.

Employee and Family Assistance Plan (EFAP)

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

Questions? Please contact UService at 403-210-9300 or email: hr@ucalgary.ca

Updated: Aug 14, 2023