### Benefits at a Glance – Support Staff

**Temporary Relief Term > 6 months: Part-time or Full-time (0.40 FTE to 1.00 FTE)**

**Effective September 1, 2021**

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
<th>Eligibility</th>
<th>Total Monthly Cost</th>
</tr>
</thead>
</table>
| **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 expenses not covered by provincial health care or which promote the health and wellness related activities  
100% Prorated maximums. Mandatory participation | **Effective:**  
Date of Hire  
Mandatory participation | **FTE** | **Coverage** | **Employee** | **University** |
|                               |                                                                          |                                                                            | 0.80 – 1.00 | Single | $6.00 | $68.04 |
|                               |                                                                          |                                                                            | 0.60 – 0.79 | Single | $19.60 | $54.44 |
|                               |                                                                          |                                                                            | 0.40 – 0.59 | Single | $33.22 | $40.82 |
| **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  
100% Local / Out-of-province dental work  
100% Employee paid | **Effective:**  
6 months from Date of Hire  
Mandatory participation | **FTE** | **Coverage** | **Employee** | **University** |
|                               |                                                                          |                                                                            | 0.80 – 1.00 | Single | $0.00 | $42.92 |
|                               |                                                                          |                                                                            | 0.60 – 0.79 | Single | $8.58 | $34.34 |
|                               |                                                                          |                                                                            | 0.40 – 0.59 | Single | $17.16 | $25.76 |
| **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.  
**Annual Credit Allocation:** Provided at no cost to the employee | **Effective:**  
Date of Hire | **Annual Credit Allocation:**  
Provided at no cost to the employee | **FTE** | **Coverage** | **Employee** | **University** |
|                               |                                                                          |                                                                            | 0.80 – 1.00 FTE: $850 per year | 0.60 – 0.79 FTE: $680 per year | 0.40 – 0.59 FTE: $510 per year |
|                               |                                                                          |                                                                            | $0.00 | $1.16 | $106.16 | $84.94 | $63.70 |
| **Long Term Disability**      | Long Term Disability benefit coverage is not available to this employee group |                                                                            | **Mandatory participation:**  
100% Employee paid | **Annual Credit Allocation:**  
Provided at no cost to the employee | **FTE** | **Coverage** | **Employee** | **University** |
| **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 | **Mandatory participation:**  
100% Employee paid | **$0.1499 per $1,000 of coverage** | **FTE** | **Coverage** | **Employee** | **University** |
| **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.  
To apply, email benefits@ucalgary.ca | **100% Employee paid** | **Based on age, gender, smoker/non-smoker status, and the amount of insurance requested** | **FTE** | **Coverage** | **Employee** | **University** |
| **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 | **100% Employee paid** | **$5,000 – $11.10** | **$10,000 – $2.20** | **$15,000 – $3.30** |

---

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

**Updated:** August 1, 2021  
**Page 1 of 2**
Benefits at a Glance – Support Staff
Temporary Relief Term > 6 months: Part-time or Full-time (0.40 FTE to 1.00 FTE)

<table>
<thead>
<tr>
<th>Pension</th>
<th>Description</th>
<th>Eligibility</th>
<th>Employee and University Contribution Rates</th>
</tr>
</thead>
</table>
| Public Service Pension Plan (PSPP) pspp.ca | Defined Benefit pension plan provides monthly benefit after retirement based on average salary (to pensionable salary caps) and pensionable service. Participation continues until termination of employment or the employee moves into an ineligible employment category. Visit the PSPP website for more information. | Effective: Date of Hire if term of appointment is 1 year or greater, or if term is extended to 1 year or more | Yearly Maximum Pensionable Earnings ("YMPE")
2021 YMPE: $61,600
The University of Calgary matches the Employee's contributions Employee Contribution Rates (as of January 2018):
10.47% on salary up to the YMPE plus
14.95% on salary above the YMPE |

<table>
<thead>
<tr>
<th>Other Programs</th>
<th>Description</th>
<th>Eligibility</th>
<th>Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition Support Program</td>
<td>Temporary Relief employees are not eligible to receive Tuition Support or Fee Waiver.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vacation AUPE Collective Agreement</td>
<td>Vacation leave balances accrue on a monthly basis from the date of hire.</td>
<td>Effective: Date of Hire</td>
<td>3 weeks per year</td>
</tr>
</tbody>
</table>
| 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. | 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 WellBeing and WorkLife | Access to resources and services to aid in proactively managing your work and personal life. | Effective: Date of Hire | Benefit is provided at no cost to the employee. |
| Employee and Family Assistance Plan (EFAP) homemweb.ca | 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. | Effective: Date of Hire | Benefit is provided at no cost to the employee. |

NOTE: This document is intended only as a general summary of group benefits, pension and other programs offered through employment with the University of Calgary. Group benefit coverage is governed by the contract between plan providers and the Governors of the University of Calgary. Pension is governed in accordance with the provisions of the Public Service Pension Plan. Other programs are governed by specific University Policy. In the event of any variation between the information in this document and the provisions within the governing documents, the governing documents will prevail.

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