

Benefits at a Glance – Support Staff

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

Effective January 15, 2024

SUPPORT STAFF – TEMPORARY RELIEF

Extended Health Care	Benefit year: January 1 – December 31 <i>Health coverage is subject to Alberta Blue Cross inside maximums, limitations, and exclusions:</i> 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	Effective: Date of Hire	FTE	Coverage	Employee	University
		Mandatory participation	0.80 – 1.00	Single Family	\$1.00 \$3.30	\$76.00 \$189.30
			0.60 – 0.79	Single Family	\$16.20 \$41.16	\$60.80 \$151.44
			0.40 – 0.59	Single Family	\$31.40 \$79.02	\$45.60 \$113.58
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	\$1.58 \$3.96	\$45.60 \$113.96
			0.60 – 0.79	Single Family	\$10.70 \$26.74	\$36.48 \$91.18
			0.40 – 0.59	Single Family	\$19.82 \$49.54	\$27.36 \$68.38
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 – 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. <div><div>Health Spending Account <i>(Non-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.</div><div>Wellness Spending Account <i>(Taxable)</i> 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.</div></div>	Effective: Date of Hire	Annual Credit Allocation: Provided at no cost to 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	Long Term Disability benefit coverage is not available to this employee group					
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	\$0.0995 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	\$5,000 – \$1.10 \$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 exceeds the rates outlined in the Collective Agreement between the Governors of the University of Calgary and Alberta Union of Provincial Employees Local 52.

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Pension	Description	Eligibility	Employee and University Contribution Rates
Public Service Pension Plan (PSPP) pspp.ca	<p>Defined Benefit pension plan provides monthly benefit after retirement based on average salary (to pensionable salary caps) and pensionable service.</p> <p>Participation continues until termination of employment or the employee moves into an ineligible employment category. Visit the PSPP website for more information.</p>	<p>Effective: Date of Hire</p> <p>Part-time employees are not eligible to participate</p>	<p>Yearly Maximum Pensionable Earnings ("YMPE") 2024 YMPE: \$68,500</p> <p>The University of Calgary matches the Employee's contributions</p> <p>Employee Contribution Rates as of January 1, 2023: 8.30% on salary up to the YMPE plus 11.90% on salary above the YMPE</p>
Other Programs	Description	Eligibility	Benefit
Tuition Support Program	Temporary Relief employees are not eligible to receive Tuition Support or Fee Waiver.		
Vacation	Vacation leave balances accrue on a monthly basis from the date of hire.	Effective: Date of Hire	3 weeks per year
Sick Leave	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	<p>130 Days of sick leave per calendar year.</p> <ul style="list-style-type: none"> • 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
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 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