

# Benefits-at-a-Glance

## HSAA Paramedical Technical and Professional Employees



### Highlights of your Plan

- \* Core benefits and optional plans
- \* Annual allocation of flexible benefits—choose among three options
- \* Supplementary Health and Dental benefits may be coordinated with spousal or other employer groups plans for up to 100% coverage

### Your Group Benefits

- \* Supplementary Health
- \* Out of Province/Country Emergency Health
- \* Dental
- \* Flexible Spending Account
- \* Life Insurance
- \* Accidental Death and Dismemberment (AD&D)
- \* Short Term Disability
- \* Long Term Disability
- \* Group Savings & Pension Plan

### Supplementary Health

Premiums are 75% employer paid, includes Out of Province/Country Emergency Health coverage.

**Prescription Drugs:** 80% Least Cost Alternative coverage of pharmacist dispensed prescription drugs listed on the Alberta Blue Cross Drug Benefit List; \$7.00 dispensing fee cap applied.

**Hospital Services:** Private or semi-private room in a public general active treatment hospital in Canada; auxiliary care.

**Other Health Services:** Coverage includes ambulance; accidental dental; blood testing monitor; custom fitted braces; home nursing care; foot orthotics; hearing aids; insulin pump and supplies; medical aids; ileostomy and colostomy supplies; mastectomy prosthesis; orthopedic shoes; oxygen & supplies; prosthetic appliances; psychology services; manual hospital beds and manual wheelchairs; urinary catheters; some specified maximums.

**Paramedical practitioners:** Audiologist, Massage Therapist, Occupational Therapist/Physiotherapist, Chiropractor, Podiatrist/Chiropodist; Speech Language Pathologist to specified maximums.

**Out of Province/Country Emergency Health:** 30 days per trip coverage; maximum benefit \$2,000,000 per covered person per incident; 100% of reasonable and customary expenses for most emergency treatment, includes repatriation and travel assistance.

### Dental

Premiums are 75% employer paid.

**Basic Services:** Coverage is 80%, no maximum; covers recall exams, bite-wing x-rays, polishing, surgical procedures, endodontics, preventative and restorative services, denture services; scaling and root planing, 3 time units.

**Periodontic Services:** Coverage is 50%; covers periodontic surgery, osseous surgery, osseous and soft tissue grafts, provisional splinting; scaling and root planing, maximum 13 time units.

**Extensive Dental Services:** Coverage is 50%, maximum \$3,000 per person each benefit year; covers crowns, bridges, veneers, posts and cores, bridge repairs, prosthodontic exams; complete and partial dentures; denture rebasing, resetting and adjustments.

**Orthodontic Services:** Coverage is 50%, lifetime maximum \$3,000 per person; orthodontic exams, facial/intraoral photographs, cephalograms, diagnostic models, consultation and case presentation; habit breaking appliances; interceptive, interventive and preventive treatments.

### Flexible Spending Account

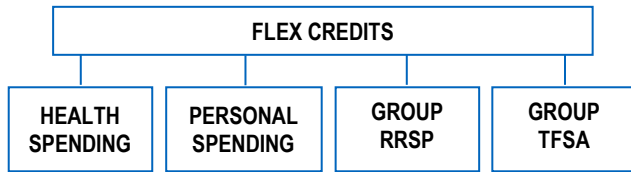
Your employer provides you with flex credits valued at \$1,250 plus \$1,500 annually (prorated to FTE) to allocate among any or all of three accounts:

**Health Spending:** is non-taxable; health related eligible expenses adhere to Canada Revenue Agency guidelines.

**Personal Spending:** is taxable and can be used to support wellness, professional development and family care.

**Group RRSP:** helps you set aside additional retirement funds in a Registered retirement savings plan

**Group TFSA:** helps you set aside additional savings in a Tax Free Savings Account spouse.



## Life Insurance

You may be covered for a maximum of \$1,000,000 for Basic Life, Additional Basic Life and Optional Employee Life combined. Premiums are paid by payroll deduction.

**Basic Life:** 1X basic annual salary. 75% employer paid.

**Additional Basic Life:** 1X basic annual salary. 100% employee paid optional coverage. Evidence of Insurability not required at initial enrolment but required thereafter. If Additional Basic Life is selected, Additional AD&D must be selected as well.

**Optional Employee Life:** 100% employee paid optional coverage purchased in units of \$10,000, maximum \$250,000.

**Optional Dependent Life:** 100% employee paid optional coverage; spouse \$25,000; each eligible child \$10,000.

## Accidental Death & Dismemberment (AD&D)

You may be covered for a maximum of \$1,000,000 for Basic AD&D and Additional Basic AD&D combined. Premiums are paid by payroll deduction.

**Basic AD&D:** 1X basic annual salary. 75% employer paid.

**Additional Basic AD&D:** 1X basic annual salary. 100% employee paid optional coverage. Additional Basic AD&D is mandatory if Additional Basic Life is selected.

**Optional AD&D:** 100% employee paid optional coverage purchased in units of \$25,000, maximum \$500,000 for yourself. If you select the family plan, your spouse is insured at 50% of your coverage and each child is insured at 25% of your coverage to a maximum of \$50,000 per child.

## Disability Coverage

**Sick Leave:** Your 100% employer paid sick bank accrues at 1.5 days per month to a maximum of 120 days. Sick Leave is prorated based on your FTE.

**Short Term Disability:** This 75% employer paid plan will provide you with 66 2/3% of your regular salary for non-occupational illness or injury, payable after the expiration of sick leave, for a maximum of 24 weeks from the date of disability. This benefit is taxable when received.

**Long Term Disability:** This 75% employer paid plan will provide you with 66 2/3% of your regular salary for non-occupational illness or injury, payable after 24 weeks of disability. This benefit is taxable when received until age 65 maximum. LTD benefits continue after two years only if you are totally disabled.

## Enrolment in the Benefit Plan

Coverage commences on the first day of the month following completion of a three month waiting period, provided you are actively at work. To qualify for enrolment, you must be a regular full time or part-time employee regularly scheduled to work at least 15 hours per week averaged over one shift cycle. Temporary employees regularly scheduled to work at least 15 hour per week averaged over one shift cycle for a minimum of 6 months are eligible for all benefits but the Flexible Spending Account. You must permanently reside in Canada.

**Note:** Participation in Basic Life, Basic AD&D, STD and LTD is mandatory. Participation in Supplementary Health and Dental is mandatory unless you provide proof of coverage under a spouse or other employer plan. Employees with eligible dependents must enroll in Family coverage.

## Local Authorities Pension Plan (LAPP)

LAPP provides a pension based on your salary, service and age. The cost of the plan is shared between you and AHS. For more information visit [www.lapp.ca](http://www.lapp.ca) and click on the Member page.

If you are in one or more regular positions, participation is based on all of your positions and is:

**Mandatory:** when you are regularly scheduled to work an average of 30 hours per week or more over a complete shift cycle, with no foreseen end to employment.

**Optional:** when you are regularly scheduled to work an average of 14 hours per week but less than an average of 30 hours per week over a complete shift cycle, with no foreseen end to employment or; in a temporary position with a predetermined end date of six months or greater and regularly scheduled to work an average of 30 hours per week or more over a complete shift cycle. You may enroll anytime after becoming eligible. Once enrolled, unless you become ineligible, you must remain enrolled in the pension plan.

## Group Savings Plan (RRSP/TFSA)

**Voluntary Contributions:** All employees may make voluntary contributions to the Group Savings Plan. You may deposit a percentage of your salary into an RRSP and/or TFSA account through payroll deduction. These plans are 100% employee paid and participation is optional.

This is a quick reference guide to the Alberta Health Services Benefit Plan for the Health Sciences Association of Alberta Paramedical Technical and Professional employee group. If there is a question of interpretation between this summary and the official plan documents, the terms of the formal policies and official plan documents shall prevail.