



Benefits



Benefit Plan Orientation

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BENEFIT PLANS

- RETIREMENT PLAN
- GROUP LIFE INSURANCE PLAN
- DISABILITY INCOME PLAN
- ENHANCED DENTAL & EXTENDED HEALTH PLAN

Retirement Plan

SHEPP

Saskatchewan Healthcare Employees' Pension Plan

- Defined Benefit Plan
- Contributions to the plan are made by both the Employee and Employer
- Employer contributes 112% of what you contribute
- For every \$1 that you contribute to SHEPP, your employer contributes \$1.12

www.shepp.ca

1.866.394.4440



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Pension Eligibility

Permanent Employees

- Membership is mandatory
- Employee is enrolled the first of the month following date of hire or transfer to a permanent position
- Membership is maintained throughout period of employment

Casual/Temp Employees

- Must meet eligibility criteria
- Enrolment is optional
- Eligibility is reviewed January of each year
- Upon meeting the eligibility criteria, the employee may choose to enrol in the plan
- If the employee chooses not to join they must re-qualify in the next calendar year
- Membership is maintained throughout period of employment



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Group Life Insurance

- Provides members with Basic Life Insurance (2x annual salary) & Basic Accidental Death & Dismemberment Insurance (4x annual salary)
- Provides plan members with the option to purchase additional life insurance
 - \$500,000 Optional Life Insurance
 - \$250,000 Single or Family Voluntary AD & D
 - Dependent Life Insurance



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Group Life Insurance

- Permanent FT and PT employees are eligible on date of hire or on the date they transfer to a Permanent position
- Temporary and Casual employees are eligible for the plan provided:
 - A minimum of 390 paid hours are obtained in the first 26 weeks of employment
 - Eligibility is reviewed on an annual basis
 - A minimum of 780 paid hours in each calendar year is required to maintain plan membership



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Disability Income Plan

- The 3sHealth Disability Income Plan is designed to protect plan members from loss of income due to a total disability
- Eligible employees must make application for Disability Benefits
- **Contact:** Lorraine Mitzel – Employee Wellness
306.655.3953



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Disability Income Plan

- Permanent FT and PT employees are eligible on date of hire or on the date they transfer to a Permanent position
- SEIU, HSAS and OOS Casual employees are eligible provided:
 - A minimum of 390 paid hours are obtained in the first 26 weeks of employment
 - Eligibility is reviewed on an annual basis
 - A minimum of 780 paid hours in each calendar year is required to maintain plan membership



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Disability Income Plan

- Temporary SEIU, HSAS and OOS employees are not eligible to join the Disability Income Plan
- It is a condition of employment that all SUN employees join the Disability Income Plan regardless of employment status

Disability Income Plan

SEIU

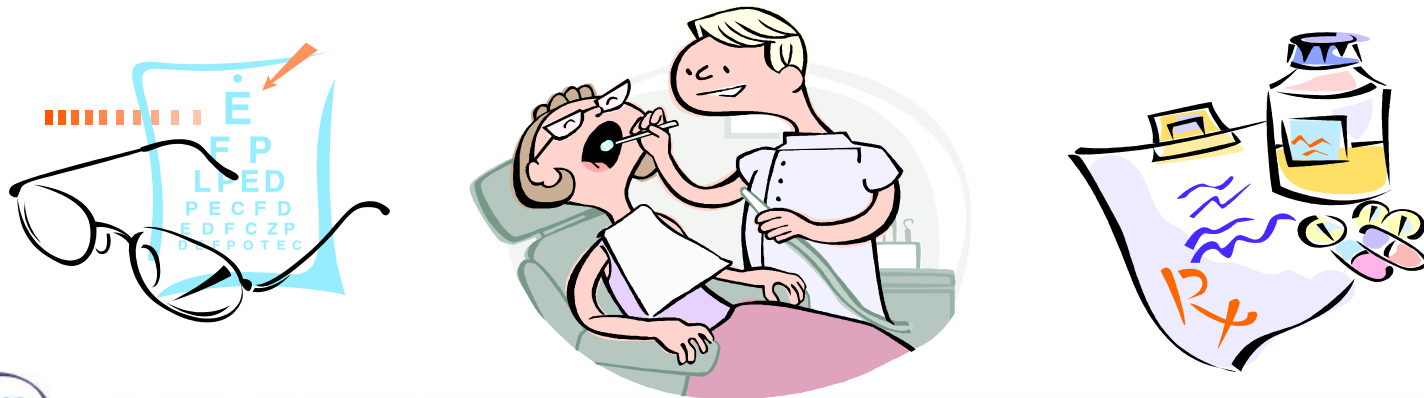
- Short term and Long term disability coverage
- Short term = first 119 days from date of disability – 66 $\frac{2}{3}$ %
- Long term = following 120th calendar day from date of disability – 60%

SUN/HSAS/OOS

- Long term disability coverage = 120th calendar day from date of disability – 75%
- No short term coverage
- employee may apply for E.I. Illness benefits if sick time runs out

Enhanced Dental & Extended Health Benefits

The Saskatoon Health Region offers an employer-funded Enhanced Dental and Extended Health Care Plan through Great West Life to all eligible employees and their dependants.



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Enhanced Dental & Extended Health Benefits

What is covered?

- **Dental**

- Preventative Services
- Basic & Routine Services
- Major Restorative Services
- Orthodontic care
 - Dependent Children up to \$2,500
 - Adults up \$1,500

- **Health**

- Prescriptions
- Vision
- Ambulance
- Diabetic Supplies
- Physiotherapy, Massage, Speech....and much more!
- Out of Country travel to the maximum \$1,000,000 for the first 60 days of any trip



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Enhanced Dental & Extended Health Benefits

- **All new employees are assessed for Dental and Health coverage following a 26-week waiting period**
- Level of coverage is determined based on the hours paid in the first 26 weeks
- A minimum of 390 hours is required in the first 26 weeks and a minimum of 780 hours must be maintained annually
- Coverage level is prorated based on hours



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Enhanced Dental & Extended Health Benefits

- All employee's will be notified in writing when they qualify or lose coverage
- If your coverage level increases or decreases you will *not* receive written notification
- Dental/Health coverage will always be retroactive to eligibility date



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Enrolment Packages

- Benefits will send each eligible employee the appropriate forms and commentaries.
- The 26 week eligibility measurement is run by 3sHealth Benefits after the end of each complete week.
- 3sHealth Benefits will provide Great West Life and the Saskatoon Health Region with a list of all eligible employees. There will be a delay in setting up the coverage but it will be retroactive to the employees 26 week effective date.
- Great West Life will mail each eligible employee their Pay Direct Drug Card and their Benefit ID # that is required for all claims.



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For More Information – Contact Us

Dental/Health Eligibility

benefits@saskatoonhealthregion.ca – 306.655.0118

Group Life Insurance/Pension Plan

Cheryl Funk – Benefits Consultant – 306.655.0117

cheryl.funk@saskatoonhealthregion.ca

Renae Douglas – Benefits Consultant – 306.655.0116

renae.douglas@saskatoonhealthregion.ca

OOS Compensation

Malcolm Chlan – Lead Compensation Consultant – 306.655.0115

malcolm.chlan@saskatoonhealthregion.ca



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Websites

SHEPP – www.shepp.ca 1.866.394.4440

3sHealth – www.3shealth.ca 1.866.278.2301

GWL – www.greatwestlife.com 1.866.408.0213



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SHR-Benefits Information is available for viewing on SHR's InfoNet site:

Departments → People and Partnerships
→ Compensation and Benefits → Resources



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