Benefit Plan Orientation
BENEFIT PLANS

• RETIREMENT PLAN
• GROUP LIFE INSURANCE PLAN
• DISABILITY INCOME PLAN
• ENHANCED DENTAL & EXTENDED HEALTH 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, you employer contributes $1.12

www.shepp.ca
1.866.394.4440

Saskatchewan Health Authority
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
GROUP LIFE INSURANCE PLAN
3sHealth

- 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
GROUP LIFE INSURANCE PLAN
3sHealth

• 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
• 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
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
• 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
3sHealth

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

**SUN/HSAS/OOS**
- Long term disability coverage = 120\textsuperscript{th} calendar day from date of disability – 75%
- No short term coverage
- Employee may apply for E.I. Illness benefits if sick time runs out
The Saskatchewan Health Authority offers an employer funded Enhanced Dental and Extended Health Care Plan through Great West Life to all eligible employees and their dependents.
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
• 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
• 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
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 Saskatchewan Health Authority 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.
General Inquiries
benefits@saskatoonhealthregion.ca

Dental/Health Eligibility
Whitney Sieben, Benefits Associate – 306.655.0118
whitney.sieben@saskhealthauthority.ca

Group Life Insurance/Pension Plan
Cheryl Funk, Benefits Consultant – 306.655.0117
cheryl.funk@saskhealthauthority.ca
Renae Douglas, Benefits Consultant – 306.655.0116
renae.douglas@saskhealthauthority.ca

OOS Compensation
Malcolm Chlan, Lead Compensation Consultant – 306.655.0115
malcolm.chlan@saskhealthauthority.ca
WEBSITES

SHEPP – [www.shepp.ca](http://www.shepp.ca); ph: 1.866.394.4440

3sHealth – [www.3shealth.ca](http://www.3shealth.ca); ph: 1.866.278.2301

GWL – [www.greatwestlife.com](http://www.greatwestlife.com); ph: 1.866.408.0213
THANK YOU

For more information, visit saskhealthauthority.ca.