Bulletin #1 (September, 2012) – Support Staff Benefit Program Changes

New Benefit – Critical Illness Insurance added effective September 1, 2012
As a result of the recent round of negotiations, agreement was reached to add a new Critical Illness Insurance Benefit. This basic benefit is fully paid by the Employer and provides you with a lump sum payment of $10,000 in the event you are diagnosed with a serious disease such as cancer, heart attack, multiple sclerosis, etc. This Insurance is effective September 1, 2012 for all benefited support staff actively at work on that day. In this package is a detailed description of the Critical Illness Insurance Plan including covered diseases and information about making a claim.

Optional coverage for employees and their spouses will also be offered. Details of this additional insurance will be available early in 2013.

Enhancements to Existing Benefit Programs
As a result of negotiations with the providers of benefit coverage that occurred through the latter half of 2011 and early 2012, two optional plans have broadened the insurance coverage available for purchase by employees.

New Family Accident Insurance Now Available:
There is now a family accident insurance option available under the Voluntary Accident Insurance (VAI) Plan (formerly known as the Accidental Death and Dismemberment Plan, AD/D). This new coverage provides the option for accident insurance for your spouse and dependent children in addition to coverage you may already have in place. You may enroll in this insurance at any time. In this package is a pamphlet further describing this benefit, including monthly cost information for each unit of single and family coverage and a tear-off enrollment card. Please complete the card if you wish to participate in the plan as a new member or if you wish to change your current single coverage to family. If you currently have coverage and wish to opt out of the plan at this time, please notify Pension & Benefit Advisory Services. If you do not know if you currently participate in the AD/D plan, please sign in to Bear Tracks and review your pay or Benefit Summary page.
Guaranteed Acceptance for Dependent Life Insurance – Limited Time Offer!
You may now, on a limited time basis, add Optional Dependent Life Insurance coverage for your spouse and dependent children even if you were previously denied. The benefit of this open enrollment period is that you can add this insurance right now without the need for your spouse/partner/child to provide medical evidence of good health. Coverage amount for a spouse is $15,000 and for a dependent child is $5,000. The cost is $5.24 per month. You will find an Application for Optional Dependent Life in this package. If you return the signed and completed form to Pension & Benefit Advisory Services no later than October 31, 2012, you will be guaranteed coverage effective November 1, 2012. The first premium payment will be deducted from your November 25th pay. If you do not know if you currently participate in the Dependent Life plan please sign in to Bear Tracks and review your pay or Benefit Summary page.

You should note that all optional benefit premiums are paid by payroll deduction and are taken from salary paid on the 25th of the month. For additional information on any of the benefit programs described above, please check the benefits section of the Human Resources Services website at http://www.hrs.ualberta.ca/Benefits or contact Pension & Benefit Advisory Services at 780-492-4555 or benefits@ualberta.ca.

The Support Staff Benefits Committee is pleased to be able to inform you of these additional programs. Future bulletins will contain detail about the new Healthcare Spending Account and the new Wellness Account that will be effective January 1, 2013. All bulletins will be available on the Human Resource Services website. As part of our mandate, the Committee will continue to monitor the benefit programs and keep in mind the expressed concerns of support staff. Your continued feedback, ideas and comments are welcomed.

Support Staff Benefits Committee Members
Dan Charlton—Chair, Diane Albrecht, Joy Correia, Martin Coutts, Russell Eccles, Gerrie Rajotte