

Flex Part -Time Program Summary (Flex Members Only)

Part-Time Benefits Platform Jan 1, 2021:

- Standard flex plan program with same features and rates as full time employees with one exception: the RHIP program is not available for part time employment.
- Flex credits will be 50% of the full time member credits.
- Group RRSP at a 3% employee contribution with a 3% employer match.
- Basic life will be 2x annual base earning to a max of \$50,000 (employee pay).
- AD&D equivalent to the basic life amount insured (employee pay).
- There is no access to WI or STD or LTD

Other Plan Details:

- To be eligible for this plan, a part-time employee must work a minimum of 24 hours per week and have worked that each week for at least the last 6 months.
- The plan must be taken as a package with no option to unbundle or take only some elements of the program.
- The plan is optional to part-time employees and will be offered when 6 months is reached per above. If the member opts out there will not be another window to take the part-time benefits.
- The only exception to this would be a part time employee that provides proof of wavier (coverage with another plan) and later shows they have lost the other coverage.
- As a reminder to full time employees transitioning to part-time hours. Whether or not they opt for part time benefits they would not have access to their GRSP funds since there continues to be an employer/employee relationship.
- Access to the Optional Life program offered by Medavie Blue Cross (MBC).