

Manitoba Government - Benefit Plan Information

| | | ELIGIBILITY | | | | |
|---|--|--|--|-------------------------------|---|--|
| Plan Details | Who Pays? | Regular FT | Regular PT | Term FT | Term PT | Departmental |
| Blue Cross | | | | | | |
| Ambulance/Hospital (AHSP) Covers 100% of eligible expenses | Employee paid for first 6 months (optional) then employer paid | 6 months of calendar service | 6 months of calendar service <i>*single coverage only with option to top up - EE paid</i> | 12 months of calendar service | 12 months of calendar service <i>*single coverage only with option to top up - EE paid</i> | Upon completion of 365 calendar days of service within 36 consecutive months |
| Dental The dental plan pays: <ul style="list-style-type: none"> • 80% of the cost of Basic Dental Care Services • 60% of the cost of Major Dental Care Services • 50% of the cost of Orthodontic Services | Employer paid | 6 months of calendar service | 6 months of calendar service | 12 months of calendar service | 12 months of calendar service | Upon completion of 365 calendar days of service within 36 consecutive months |
| Vision <ul style="list-style-type: none"> • Covers 80% of eligible vision care expenses • 24 month combined maximum (one eye exam is covered per 24 month period) | Employer paid | 6 months of calendar service | 6 months of calendar service | 12 months of calendar service | 12 months of calendar service | Upon completion of 365 calendar days of service within 36 consecutive months |
| Prescription Drug <ul style="list-style-type: none"> • Covers 80% of prescription drugs to an annual family maximum • Blue Net prescription drug card is available | Employer paid | 6 months of calendar service | 6 months of calendar service | 12 months of calendar service | 12 months of calendar service | Upon completion of 365 calendar days of service within 36 consecutive months |
| Health Spending Account (HSA) <ul style="list-style-type: none"> • Benefit dollars can be used to top-off existing benefit maximums, or to pay for any medical expenses which meet the requirements for the medical expense credit as defined by Canada Revenue Agency, for anyone for whom you claim a tax deduction in accordance with the Income Tax Act (Canada). | Employer paid | 6 months of calendar service + on staff on January 1st | 6 months of calendar service + on staff on January 1st | Not Eligible | Not Eligible | Upon completion of 365 calendar days of service within 36 consecutive months + on staff on January 1st |

| | | ELIGIBILITY | | | | |
|---|---|---|---|---|---|---|
| Plan Details | Who Pays? | Regular FT | Regular PT | Term FT | Term PT | Departmental |
| Extended Health (EHB) Covers 80% of the eligible expenses listed in the plan details up to specified maximums | Employee paid | 1st day of the pay period after hire date * | 1st day of the pay period after hire date * | 1st day of the pay period after hire date * | 1st day of the pay period after hire date * | 1st day of the pay period after hire date * |
| Travel Covers 100% of the eligible expenses listed in the plan details up to specific maximums | Employee paid | 1st day of the pay period after hire date * | 1st day of the pay period after hire date * | 1st day of the pay period after hire date * | 1st day of the pay period after hire date * | 1st day of the pay period after hire date * |
| <i>* If registration does not occur at time of employment there is a 6 month waiting period from the time of application</i> | | | | | | |
| Insurance Plans | | | | | | |
| Group Life <ul style="list-style-type: none"> Compulsory for employees who become eligible to contribute to the employer's pension plan Employees may select classes up to 5x their annual salary | Classes 1 - 4 are Employee/ Employer shared - 5th Class is entirely Employee paid | Must join once in pension plan | Must join once in pension plan | Must join once in pension plan | Must join once in pension plan | Must join once in pension plan |
| Dependents Insurance <ul style="list-style-type: none"> Employees must be participating in the Life Insurance Plan and have a spouse under age 70 and/or unmarried children under 22 years of age, or unmarried children who become permanently disabled prior to their 22nd birthday The amount of insurance available is based on the number of Life Insurance units chosen | Employee paid | Eligible to join once in pension | Eligible to join once in pension | Eligible to join once in pension | Eligible to join once in pension | Eligible to join once in pension |
| Accidental Death & Disablement (AD&D) <ul style="list-style-type: none"> Commences on the same date as Life Insurance and is employer paid Insurance is based on the employee's annual salary multiplied by their Life Insurance Class up to a specified maximum | Employer paid | Automatically enrolled once in life insurance | Automatically enrolled once in life insurance | Automatically enrolled once in life insurance | Automatically enrolled once in life insurance | Automatically enrolled once in life insurance |

| Plan Details | Who Pays? | ELIGIBILITY | | | | |
|--|--|--------------------------------------|--|--|--|---|
| | | Regular FT | Regular PT | Term FT | Term PT | Departmental |
| Pension | | | | | | |
| Civil Service Superannuation Fund (CSSF) <ul style="list-style-type: none"> The CSSF is a “defined benefit” pension plan, which means that your pension will be calculated based on a formula You and your employer pay towards the cost of providing that pension, but your pension is not based on the amount contributed | Employee contributions are 8% of earnings up to the YMPE and 9% of earnings above the YMPE Employer contributions are 7.1% of earnings up to the YMPE and 9% of earnings above the YMPE | Must join on first day of employment | Must join on first day of employment if working 50% or more - if working less than 50% must join after earning 25% of the YMPE in each of two consecutive years (or earlier by signing notice of desire) * | Must join on the earlier of the completion of 1 year of employment (on 1st day of pay period immediately following) or after earning 25% of the YMPE in each of two consecutive years (or earlier by signing notice of desire) * | Must join on the earlier of the completion of 1 year of employment (on 1st day of pay period immediately following) or after earning 25% of the YMPE in each of two consecutive years (or earlier by signing notice of desire) * | Must join after earning 25% of the YMPE in each of two consecutive years (or earlier by signing notice of desire) * |

* 25% rule - effective the 1st day of the 1st pay period in the 1st month after the month in which the employee has met conditions

* If notice of desire is signed - effective date is the 1st day of the 1st pay period in the 2nd month after signing

| Long Term Disability | | | | | | |
|---|---------------|--------------------------------|----------------------------------|---|--|---|
| Long Term Disability <ul style="list-style-type: none"> Benefit amount payable is 70% of pre-disability earnings exclusive of all allowances, premium payments and overtime Accumulated sick leave credits must be exhausted or 120 calendar days have passed (whichever is greater) | Employer paid | 6 months of continuous service | 12 months of accumulated service | 12 months of continuous service *only until expiration of term | 12 months of accumulated service *only until expiration of term | 12 months of service in 24 consecutive months |

| Employee and Family Assistance Program (EFAP) | | | | | | |
|---|---------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| EFAP provides voluntary, confidential assessment and referral service to individuals experiencing personal, emotional and/or physical health problems. | Employer paid | On start date - no waiting period | On start date - no waiting period | On start date - no waiting period | On start date - no waiting period | On start date - no waiting period |

Other Employee Benefits

- | | | |
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| <input checked="" type="checkbox"/> Paid Vacation Leave Accrual Bank | <input checked="" type="checkbox"/> Compassionate Leave | <input checked="" type="checkbox"/> Deferred Salary Leave Plan |
| <input checked="" type="checkbox"/> Paid Sick Leave Accrual Bank | <input checked="" type="checkbox"/> Family Related Leave | <input checked="" type="checkbox"/> Voluntary Reduced Workweek |
| <input checked="" type="checkbox"/> Maternity, Parental and Adoptive Leave | <input checked="" type="checkbox"/> Personal Wellness Leave | <input checked="" type="checkbox"/> Special Northern Leave |

Public Service Holidays

The following holidays are observed in the Public Service:

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| <ul style="list-style-type: none">• New Year's Day• Louis Riel Day• Good Friday• Easter Monday• Victoria Day• Canada Day• Terry Fox Day | <ul style="list-style-type: none">• Labour Day• National Truth and Reconciliation Day• Thanksgiving Day• Remembrance Day• Christmas Day• Boxing Day |
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