



# DISCOVER YOUR BENEFITS

group benefit plan news for staff

March 2022

## Total Compensation Plan Update

Exciting changes are coming to your compensation package!

SCI is proud to announce an evolution of the total benefits program offered to employees, effective April 1, 2022. These changes will allow for a more personalized benefits experience and set the groundwork for an industry-leading compensation and benefits strategy.

**Please review page 2 of this newsletter for important changes to your Flex Spending Account, payroll deductions, and what actions you need to take April 1st.**

We will continue to provide you with updates as we implement these plan changes. Here is what you can expect:

- **Webinars** in partnership with our Group Benefits Advisors at Clear View Insurance to discuss the upcoming changes in more detail. **Check your inbox for the webinar dates and times.**
- Late March: New total compensation handbooks that detail your coverage with SCI
- Early April: More information about the new optional GRSP with details on how to sign up.

All questions related to your compensation package, except salary, can now be directed to our Group Benefits Advisors at **SCIBenefits@clearviewinsurance.ca**. Add this email to your contact list so you will receive important plan communications.

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# Changes to Group Benefits Coverage

Effective April 1, 2022 the following changes will be introduced



## Changes to premium cost sharing \* New eligible wellness expenses \* New GRSP

### To help employees make more of their Flex Spending Account, we are changing how health and dental premiums are paid.

The intention of the Flex Spending Account is to give you the ability to customize your benefits to suit your unique needs, however for many permanent, full-time employees, health and dental premiums erode much of this flexibility.

Going forward, **SCI will be paying 80% of extended health and dental premiums instead of the current 50%**, and **the remaining 20% premium will be moved to a payroll deduction** instead of taken out of your flex spending. The increase in bi-weekly deductions will be as little as \$10 for those with single coverage and only \$35 for those with family coverage. Any deductions for “core benefits” (i.e. disability, critical illness, & life insurance), will remain.

### To help facilitate these changes, your Flex Spending is moving to monthly allocation.

In order to facilitate these changes and offer greater flexibility for your spending dollars, Flex Spending amounts will be deposited to your account monthly, instead of annually. **You will still need to allocate your funds for the year among Health Spending, Wellness Spending, and RRSP at the beginning of each benefit year (April 1st)**

For example, if you were previously receiving \$1200 per year for your Flex Spending Account, you will now receive \$100 per month every month. The monthly amount you receive is divided, by percentage, based on your allocation selection at the beginning of the benefit year among the three flex spending categories.

### We are changing what can be claimed in wellness component of your Flex Spending.

Your Flex Spending Account allows you to allocate funds among three spending categories: **non-taxable Health expenses, taxable Wellness expenses, and group RRSP contributions.** Currently under the Wellness spending category you can claim alternative practitioners, gym and fitness fees, sporting goods, transportation costs, and childcare services.

Effective April 1st, **continuing education costs, professional registration fees, gas/fuel expenses, and elective cosmetic procedures will be considered eligible** expenses to claim under the Wellness component of your Flex Spending Account.

### We're adding a Group Retirement Savings Program for your Flex RRSP allocations.

Currently, any amounts that you allocate from your Flex Spending Account to RRSP contributions are paid as a lump sum amount deposited at the *end* of the fiscal year into your personal RRSP. The **new Group Retirement Savings Program** will allow for equal monthly deposits into your GRSP account starting at the *beginning* of the fiscal year. This will allow you to **invest the funds much earlier**, taking advantage of interest earnings on your allocations. This will also provide quicker access to your funds if you choose to take advantage of the [Home Buyers Plan](#) or [Life Long Learning Plan](#).

The new GRSP is voluntary and gives you the option to contribute additional funds, beyond your Flex dollars, directly from payroll. For those that choose to participate, you will have access to powerful online investing tools as well as live telephone access to Certified Financial Planners.

# Benefit Packages At A Glance

The SCI Total Compensation package includes your **salary**, a **Flex Spending Account**, and an **Employee Family Assistance Program**. Permanent, full-time employees are also eligible for **Core Plan coverage** and an **Extended Health & Dental group benefits** package through Chambers Plan.

Permanent Employees\*

*(working at least 20 hours per week in a permanent position)*



## FLEX SPENDING ACCOUNT

Funds that can be used for a variety of health or wellness expenses, or contributed to a Group RRSP



## EMPLOYEE ASSISTANCE PROGRAM

A robust program for employees and their family members to access 1-1 support, online courses and more



## CORE PLAN COVERAGE

Individual insurance and income protection: Life and AD&D, Short & Long Term Disability, Critical Illness insurance



## EXTENDED HEALTH & DENTAL PLAN

Paramedical and dental coverage, extended health insurance, as well as online tools and family resources

If you are a permanent employee working at least 20 hours per week and have not yet enrolled on the Core Plan, contact your Group Benefits Advisors **before April 29th** to enroll.

*Medical underwriting may be required.*

## Have Questions?

We all have questions sometimes! If you have a question about your Chambers Plan personal coverage amounts or claims, the first resource to check is in my-benefits online or in the app. Both platforms have your claims history and detail the services and coverage that is available.

For log-in assistance or clarification whether a specific expense will be covered by your health and dental plan, call Chambers Plan at 1-800-665-3365.

For assistance with an HSA claim or balances, either use the chat feature within the myHSA app or contact their offices at [support@getmyhsa.com](mailto:support@getmyhsa.com).

To update your information with SCI regarding coordination of benefits, family status, as well as for premium deductions questions or if you are having difficulties with a claim, contact your group benefit advisors:

Clear View Insurance  
[SCIBenefits@clearviewinsurance.ca](mailto:SCIBenefits@clearviewinsurance.ca)

