

CUPE EMPLOYEE PENSION & BENEFITS

Background

The Benefit Plan offered through the Saskatchewan School Boards Association (SSBA) is available to all permanent and temporary CUPE employees. Employees will be automatically enrolled in the Benefit Plan with Manulife for life insurance, accidental death and dismemberment, long term disability, extended health and vision and dental insurance.

Employees will also be eligible to participate in the Municipal Employee's Pension Plan where the Employee and Board will contribute equally. Eligibility as a casual (substitute) employee is based on the hours worked in the previous calendar year; the range of hours worked is defined within the *Saskatchewan Employment Act* and the Employment Standards Regulations.

Procedures

1. Permanent and temporary full-time employees will automatically be enrolled in the Saskatchewan School Boards Association (SSBA) Benefit Plan with Manulife for life insurance, accidental death and dismemberment, long term disability, extended health and vision and dental insurance.
2. Coverage will begin after a one-month waiting period has been served.
3. Casual employees will be required to participate in the Benefit Plan if they meet the minimum hours of work in the previous calendar year.
4. The hours worked for eligibility include statutory day recognition.
5. All employees who reach the age of 75 are no longer eligible for employee benefits through the SSBA Benefit Plan.
6. For those employees who retire and then choose to return for re-employment, hiring preference will be given to non-retirees within the division.

Disclaimer:

The Benefits Plan is administered through the Saskatchewan School Boards Association and is subject to change at any time.

New: January 26, 2015; September 14, 2018