As a salaried Faculty (SAFA) employee of SAIT, you have a comprehensive program of benefits available to you and your family. This information sheet provides an overview of the benefits available. Find out more at SAITNow.ca under the Life & Career tab.

The benefit year runs from July 1st to June 30th.

**Extended Health Care**
The policy is administered by Manulife. The policy covers (but is not limited to) the following:

**Prescription Drugs**
- Pay direct drug card.
- 80% of the drugs legally requiring a prescription. The maximum amount for any covered expense is the price of the lowest cost generic equivalent product that can legally be used to fill the prescription, as listed in the Provincial Drug Benefit Formulary.
- 80% of needles, syringes and chemical diagnostic aids for the treatment of diabetes.
- $500 lifetime maximum for anti-smoking drugs.
- Dispensing fee maximum is $5.00 per prescription.

**Vision Care – Prescription Glasses**
- $100 per 12 months for persons under age 18.
- $400 per 24 months for persons age 18 and over.
- Contact Lenses (where medically necessary): $200 per lifetime.

**Out-of-Province Emergency and Travel Assistance Benefit**
$5,000,000 lifetime maximum per person for eligible expenses incurred due to emergency treatment of illness or injury during the first 60 days of travelling on vacation or business outside the province.

**Hospital Charges**
100% of reasonable and customary charges for hospital room and board up to the difference between the charges for a public ward and private accommodation.
- Ambulance services – ground or air transportation.
- Nursing care $500 per benefit year.

**Supplementary Health Care**
- Combined services of a physiotherapist or athletic therapy – $500 per benefit year.
- Combined services of a chiropractor, osteopath, podiatrist/chiropodist, massage therapist, naturopath – $500 per benefit year.
- Orthotics – as prescribed by a physician or podiatrist $500 every 24 months.
- Combined services of a psychologist, social worker, clinical counsellor, marriage and family therapist, psychoanalyst and psychotherapist $3,000 per benefit year (prorated Jan. 1, 2024 to June 30, 2024).
- Hearing aids $2,000 every five years.
- Dental treatment required for the treatment of accidental injuries to natural teeth or jaw.
- Other miscellaneous expenses as prescribed by a physician – contact Manulife for further information.

Cost: SAIT pays 100%.

**Flexible Spending Accounts**
$750 annually (prorated based on commencement date) towards your choice of either Flexible Spending Account:
- The Health Care Spending Account provides reimbursement for eligible medical related expenses determined by Canada Revenue Agency; or
- The Taxable Spending Account provides taxable reimbursement for health and wellness related claims such as gym fees, workout gear, or camping fees.

Administered by Manulife. Cost: SAIT pays 100%.

**Dental Plan**
80% of basic services and 50% of major services to a combined maximum of $2,000 per person per benefit year. 50% of orthodontic services to a lifetime maximum of $2,000 per person. Excludes replacement of tooth that was missing prior to start of coverage.

Administered by Manulife. Cost: SAIT pays 100%.

Updated July 2023
Pensions Services Corporation.
lapp.ca/members
employees and optional for temporary employees. Administered by Alberta
year vesting period is applicable). LAPP is mandatory for all permanent
employee and/or spouse.
New salaried employees, if applied for within 31 days of hire, are eligible for
immediate vesting).
LAPP is mandatory for all permanent
of pensionable salary with SAIT paying 1% more than the employee (und
ermination. Contribution rates are a percentage
Local Authorities Pension Plan (LAPP):
Pension Benefits
Casual Sick Leave Plan
For illness and injury up to three consecutive days: 10 days per calendar year
at 100% salary.
Cost: SAIT pays 100%.
General Sick Leave Plan
For non-occupational illness or injury more than three consecutive days up
to 120 working days.
Cost: SAIT pays specified rates of pay (100% and 70% of normal salary).
Long Term Disability Plan
For illness and disability longer than 120 days a benefit of 66.67% of gross
pre-disability salary will be paid non-taxable to you to a maximum of
$6,500 per month.
Cost: Employee pays 100% of the premium.
Optional Critical Illness Insurance
New salaried employees, if applied for within 60 days of hire, are eligible
for $25,000 or $50,000 of coverage without evidence of insurability for
employee and spouse, or $5,000 or $10,000 for a child. Children under the
age of 21 (or 24 if they’re enrolled full-time at a post-secondary school)
are eligible as long as the employee is applying for coverage.
Optional critical illness coverage also available up to a maximum of
$500,000 for employee and/or spouse by providing evidence of
insurability (medical questionnaire). You may also be eligible to purchase
coverage up to a maximum of $10,000 for children under the age of 21 if
you’re purchasing coverage for yourself.
Cost: Employee pays 100% of premium.
Accidental Death and Dismemberment Insurance
Accidental Death and Dismemberment - Industrial Alliance provides accidental death,
dismemberment and travel accident insurance. Coverage is equal to the
value of basic life insurance.
Cost: SAIT pays 100% of premium.
Basic Life Insurance
Automatic coverage - equal to two times salary at death and offers
conversion privilege on termination of employment.
Cost: SAIT pays 100% of premium.
Dependant Life Insurance
Automatic coverage (where applicable) providing life insurance of $5,000 for
a spouse; $2,000 each dependent child. Also may apply within 31 days of
acquiring a dependant (getting married or having a new baby).
Cost: Employee pays 100% of premium - $1.80/month in total, regardless of
how many dependants you have.
Optional Group Life Insurance
New salaried employees, if applied for within 31 days of hire, are eligible for
$20,000 of coverage without evidence of insurability.
Also available, Optional Life Coverage up to a maximum of $250,000 for
employee and/or spouse. Evidence of insurability required (medical
questionnaire).
Cost: Employee pays 100% of premium.

Group Savings Plan
SAIT offers a hassle-free way to set aside money by taking deductions
directly from your pay cheque. The registered retirement savings plan
(RRSP) and tax-free savings account (TFSA) are convenient and flexible.
The plans are administered by Canada Life. SAIT’s investment
management fees are lower and cater to your personal investment style.
Employee contributions are pooled which offers more buying power.
Should you choose to become a member of one of our group plans, you can
consolidate (transfer over) your RRSP or TFSA funds with accounts at your
other financial institutions to maximize your savings and investments.
gsaccess.com

Government Plans
Workers’ Compensation
Covers occupational illness and injuries. Cost: SAIT pays 100% of the
premium.
Canada Pension Plan (CPP)
Provides retirement, death and disability benefits.
Cost: SAIT and the employee pay 5.7% each on earnings up to the Yearly
Maximum Pensionable Earnings (these rates will increase incrementally
until 2024).
Employment Insurance
Service Canada administers this plan which covers Employment Insurance
benefits up to the Maximum Insurable Earnings.
Cost: Employee pays 1.58% of salary.
SAIT pays 1.172 times the employee contribution.
servicecanada.gc.ca

Other Benefits
- Vacation - Eligible for 43 days’ vacation per year (July to June). First
year may be pro-rated depending on hire date
- SAFA Professional Development - allocation of $400 per calendar year
- Educational Allowance (must supply approved credentials, non-
cumulative): $1,500/year for a Bachelors Degree or 2 Red Seal
endorsements; $3,000 for a Masters Degree; $4,500 for a Doctorate
- Free Campus Centre membership for employees
- Group Insurance rates for auto and home insurance
- Generous professional development perks
- Lunch and Learn sessions
- Christmas Leave — work days between Christmas and New Years
- Special Leave — up to 10 days per calendar year
- Personal Days - 2 days per calendar year

For more information
employee.questions@sait.ca sait.ca