

# SaskPower benefits — IBEW employees

## Work-life balance

At SaskPower, we know there's more to life than just work. We want our employees to be successful in their careers, at home and in their communities. That's why we offer banked days off, flexible work arrangements and time away to help our employees find balance.

- **Banked days off:** 17 days per year for field employees and 26 days per year for office employees
- **Family leave:** Three days per year
- **Sick leave:** 15 days per year
- **Vacation:**
  - 0 to 7 years: 15 days
  - 8 to 14 years: 20 days
  - 15 to 24 years: 25 days
  - 25+ years: 30 days
- **Maternity leave top-up program:** Supplements Employment Insurance benefits for up to 17 weeks
- **Deferred salary leave and leaves of absence:** Time away from work to travel, study or attend to personal matters

## Health, dental and life insurance

Health and dental coverage and life insurance help you take care of yourself and your loved ones. Employees don't pay any deductibles or premiums for health and dental coverage.

- **Prescription drugs:** \$750 per person per year
- **Vision care:** \$300 every consecutive 24 months plus \$150 per year for an eye exam (dependants under age 18: \$300 every 12 months, including the cost of eye exams)
- **Massage therapy, physiotherapy, chiropractor treatments and other professional services:** \$300 per year per person
- **Hospital and ambulance services:** 100 per cent reimbursement for private/semi-private hospital room; \$3,000 per person for private duty nursing
- **Out-of-country travel coverage:** \$1 million per person per year for emergency medical treatment while traveling

- **Prescription safety eyewear:** One pair every 24 months
- **Dental:**
  - 100 per cent reimbursement\* for preventive treatment (exams, x-rays, cleaning, etc.)
  - 75 per cent reimbursement\* for routine work (fillings, extractions, root canals, etc.)
  - 50 per cent reimbursement\* for major restorative work (crowns, bridges, dentures, etc.)
  - 50 per cent reimbursement\* for orthodontic charges

*\*Up to the maximum amounts in the Public Employees Dental Plan Maximum Reimbursement Schedule*

- **Group life insurance:** Basic coverage is the employee's annual salary doubled; SaskPower pays premiums on the first \$25,000 of coverage
- **Voluntary term life insurance:** Available in units of \$10,000 up to a maximum of \$500,000 for the employee and \$500,000 for the spouse

## Future planning

It's never too early to start saving for retirement. From providing a competitive pension plan to offering voluntary RRSPs and savings bonds, SaskPower wants to make sure employees have the means to live comfortably after retirement.

- **Pension plan:** Employees contribute 5 per cent of their regular monthly earnings and SaskPower contributes 7.25 per cent.
- **Flexible spending account:** SaskPower provides permanent employees with funds each year that can be taken as cash or used to boost retirement savings, purchase vacation time and top up health and dental coverage. IBEW permanent employees received \$2,996 in 2013.
- **Voluntary group RRSPs, Canada Savings Bonds and labour-sponsored investment funds:** Voluntary employee contributions through payroll deduction

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## Future planning (continued)

- **Retirement planning assistance:** Planning assistance, pension calculators and retirement resources to help our employees prepare for the next phase of their lives

## Great extras

- **Professional development:** Employer-paid external training and professional development courses during business hours
- **Education reimbursement:** Reimbursement for approved education courses upon successful completion
- **Professional designation fee reimbursement:** Reimbursement for costs of maintaining professional standing or designations
- **Career management program:** Online tools and in-person sessions to help employees plan their careers
- **Employee and Family Assistance Program:** Assistance provided to employees and their family members to deal with personal issues
- **Relocation assistance:** Provided when employees move at the company's request or upon receiving a promotion
- **Immunization clinics:** Employer-paid voluntary flu immunization program with clinics at SaskPower locations
- **Safety and long-service awards programs:** Formal recognition for staying safe on the job and providing long service to SaskPower
- **Computer and fitness equipment purchase programs:** Interest-free loans up to \$3,000

## Did you know?

- SaskPower benefits can add an additional 35 to 40 per cent to an employee's annual salary.
- A health care spending account (HSA) is an option under the flexible spending account benefit. Employees can use their HSA for laser eye surgery or other treatments that aren't covered under the group health or dental plan.
- The SaskPower dental plan has no lifetime maximum on orthodontic work. Many other plans have \$1,500 to \$3,000 maximums.
- The out-of-country travel coverage provided by MedAssist can save employees from buying expensive travel medical insurance. The savings for two people going on a two-week Mexico vacation are nearly \$375.
- Prescription eyewear coverage under the SaskPower plan is \$300 each consecutive 24-month period, plus employees are covered for up to \$150 a year for basic routine eye exams. Many other plans are limited to \$200 every two years for prescription eyewear.
- Buying a house or renewing your mortgage? The Sun Life voluntary life insurance plan may be less expensive than mortgage insurance offered by financial institutions. Rates are calculated based on age, gender and smoking habits.

## See how it adds up

You can do a few simple calculations to see the dollar value the following SaskPower benefits can add to your salary:

### Public Employees Pension Plan:

Your annual salary \$ \_\_\_\_\_ x 7.25 per cent =  
\$ \_\_\_\_\_ that SaskPower will contribute on your behalf each year.

### Flexible spending account:

Full-time employees received \$2,996 in 2013.