



Flexible Benefits Plan

What's changing for January 1, 2022?

1 Health Spending Account (HSA) Increase

All employee groups will receive a one-time increase of **\$250** in their Health Spending Account (HSA); increasing the HSA to **\$950 for the 2022 benefit year**.

2 Plan Design Changes

The **annual maximum** for **Psychology** will increase in all four levels of the benefits plan. The definition of psychology has also been expanded to include all regulated providers including psychologist, psychotherapist, psychoanalyst, social worker, and Christian science practitioner.

2022 Psychology Coverage	Core	Basic	Comprehensive	Enhanced
Coinsurance - Psychology	50%	70%	80%	90%
Annual Maximum	\$2,000	\$2,000	\$2,000	\$2,500

3 Premium Changes

Some premiums will increase, and others will decrease. For most employees, this will result in a small increase in their overall benefit premiums. See the updated premium sheet on the MacEwan Portal under Wellness & Benefits > Benefits > Flexible Benefits Plan for details.

UPDATE YOUR
BENEFITS CHOICES
STARTING
NOVEMBER 22

Visit www.flex.canadalife.com/MacEwan between November 22 and December 3 to make changes to your coverage.

HOW DOES MACÉWAN DETERMINE BENEFIT PREMIUMS & COVERAGE?

- ✓ Executive Council determines the university's overall benefits budget, and the Joint Benefits Committee designs the plan to fit within that budget.
- ✓ Benefit premiums are reviewed each year and adjustments are made to ensure the plans are financially sustainable.
- ✓ The university's external benefits consultant completes an actuarial review and negotiates with our benefits providers.

What does this mean for me?

Example 1

An employee in the **Comprehensive** Medical and Dental plans with **Single** coverage earning \$60,000 will see the following premium changes:

2021	2022
Dental: \$4.81	Dental: \$4.62
Medical: \$9.42	Medical: \$8.85
LTD: \$37.18	LTD: \$39.23
Total biweekly premium: \$51.41	Total biweekly premium: \$52.70

Change in premiums: \$1.29 biweekly

Example 2

An employee in the **Enhanced** Medical and Dental plans with **Family** coverage, earning \$100,000 will see the following premium changes:

2021	2022
Dental: \$40.38	Dental: \$39.81
Medical: \$55.96	Medical: \$54.23
LTD: \$61.96	LTD: \$65.38
Total biweekly premium: \$158.30	Total biweekly premium: \$159.42

Change in premiums: \$1.12 biweekly

These are examples only. Be sure to review detailed benefits information on the MacEwan Portal to understand how these changes will affect you and your family.

Questions?

Find detailed information about premiums, coverage, and enrolment on the MacEwan Portal under:

Wellness & Benefits >

Benefits >

Flexible Benefits Plan

Information Sessions

Nov 16th, 12:00 to 1:00 PM

[Click here to join the meeting](#)

Nov 17th, 3:00 to 4:00 PM

[Click here to join the meeting](#)

Getting the most from your benefits

You play a key role in seeking good value for your benefits. This means you save money and plan costs remain in check.

✓ Get a trial supply

If you are prescribed a new long-term medication, request a trial supply first to ensure the drug works for you and there are no adverse side effects.

✓ Choose generic drugs

Generic drugs offer significant cost savings and have the same active ingredients as the brand name versions.

✓ Request a 90-day supply for maintenance medication

This can help you save on dispensing fees.

✓ Coordinate benefits

Review and understand any other coverage you have to ensure you don't pay for more coverage than you need.

✓ Submit Claims to your HSA

Remaining balances of health and dental claims and/or your biweekly health and dental premiums can be submitted to your HSA for reimbursement.

✓ Shop around

Choosing a pharmacy with lower dispensing fees saves you money every time you fill a prescription.