Frequently Asked Questions – Faculty benefit changes January 1, 2020

Is anything in the plan retroactive?
- No, all changes to the plan are effective January 1, 2020.

I just paid for new glasses. Now that they’re covered, can I claim them after January 1?
- No, Sun Life will not accept any claims dated before January 1, 2020.

My son already has braces but I am still paying monthly. Does the change apply to me?
- Yes, if you are still paying for braces then you can continue to be reimbursed until you hit the new maximum.

What happens to my HSA balance?
- Your current balance doesn’t change until January 1, and any unused 2019 balances will carry forward for one more year as an HSA. You will have the personal spending account (PSA) option for the 2020 funds, which will be added on January 1, 2020. Deadlines will continue to be every two years whether you have an HSA, a PSA or both.

How does this affect year-end deadlines?
- You will choose whether you want to put some or all of your HSA into a PSA in November and more information will be sent at that time. This change does not affect any of the year-end deadlines. You will still have two years to use up all balances in your HSA (PSA). Every year (October or November) you will get to make the choice for the next year’s allotment. If you do not make a selection within the timelines, the default will be the same choice as the previous year.
- This fall, if you choose to do nothing during the enrollment period you will continue with 100 per cent HSA.

How is the PSA different from the HSA?
- Employees receive an HSA allotment per year that can be directed entirely to one of the two accounts or split between them. Funds not used in one plan year will be rolled over to the next year only.
- You can submit the costs of your premiums for extended health and dental benefits for reimbursement if you have funds available in your health spending account. Your HSA is not a taxable benefit.
- You can submit receipts and be reimbursed for many health-related goods and services, such as personal trainers, fitness equipment or clothing, yoga classes, and more. You can also use your PSA to pay your premiums for long-term disability or optional life insurance. It is a taxable benefit.
- Full details of your PSA options will be available by November.

Is there any limitations on the percentage of the split of HSA / PSA?
- No, you are allowed to use any percentage that you want for each.

What is a taxable benefit?
- The PSA is a taxable benefit which means the cost of all items purchased through your PSA will be added to your income on your T4.

I am currently on General Illness (short-term disability) or long-term disability. How do the changes affect my claim?
• The changes to short-term disability and long-term disability will not affect anyone currently on illness leave. All of the current plans remain in place for you until you return to work full time.
• Anyone whose date of disability occurs after January 1, 2020 will fall under the new plan.

What is the cost of purchasing more optional life insurance and accidental death and dismemberment (AD&D)?
• The cost of optional life insurance is based on your age, gender and smoking status. For a complete rate chart see https://www.mtroyal.ca/EmploymentCareers/HumanResources/BenefitsandPension

• The optional AD&D coverage has both family and single options. For more information on coverage and rates see https://www.mtroyal.ca/EmploymentCareers/HumanResources/BenefitsandPension

• If interested in AD&D coverage fill in the form on the above link and return it to HR in E231.