

# Part-Time Staff: Benefits Summary

17 hours/week to <25 hours/week

Amounts are subject to change should the University's insurance carriers change premium rates.

## GROUP PLANS

**Alberta Health Care**  
No premiums required

### Sun Life Extended Health Care Plan #100602

Cost/Month	Single	Family
Employee (20%)	\$20.00	\$58.50
University (80%)	\$80.01	\$234.00
<b>Total</b>	<b>\$100.01</b>	<b>\$292.50</b>

### Sun Life Dental Plan #100602

Cost/Month	Single	Family
Employee (20%)	\$11.61	\$36.48
University (80%)	\$46.45	\$145.93
<b>Total</b>		

### Sun Life Health Spending Account (HSA) #100602

- \$600.00 credit each January 1<sup>st</sup> (prorated if your start date is July 1, onward)

**Your Sun Life Member ID is your Employee ID number (nine-digit number on your OneCard).**

## LOCAL AUTHORITIES PENSION PLAN (LAPP)

### Employee:

- 7.45% of employee's salary, if salary is \$2,561.54 bi-weekly.
- 11.23% of employee's salary, if salary is over \$2,561.54 bi-weekly.

### Employer:

- 8.45% of employee's salary, if salary is \$2,561.54 bi-weekly.
- 12.23% of employee's salary, if salary is over \$2,561.54 bi-weekly.

### Important Notes:

- Salary Cap for 2023 is \$195,313.50.
- Part-time, permanent staff who work less than 25 hours per week have the option to opt into this plan.
- Limited Term employees have the option to opt out of this plan.
  - *Limited Term employees who work less than 25 hours CANNOT opt into this plan.*

## MANDATORY BENEFITS

### Basic Life Insurance Sun Life Plan

- **Benefit:** 2x annual salary
- **Cost:** University pays 100% (0.187/\$1,000)
  - *This coverage ends at age 70*

### Accidental Death & Dismemberment (AD&D) Plan

- **Benefit:** 2x annual salary
- **Cost:** University pays 100% (0.15/\$1,000)
  - *This coverage ends at age 70*

## OPTIONAL BENEFITS

### Optional Life Insurance Sun Life Plan

- **Benefit:** Rates vary by age and number of units, maximum \$350,000.00
- **Cost:** Employee pays 100%

### Optional Life Insurance Sun Life Plan

- **Benefit:** Maximum coverage of \$350,000 spouse; \$10,000 per child
- **Cost:** Employee pays 100%

### Optional Accidental Death & Dismemberment (AD&D)

- **Benefit:** Single and family coverage, maximum \$250,000
- **Cost:** Employee pays 100%

### I.A. Pacific Critical Illness

- **Benefit:** Guaranteed acceptance within your first 60 days of employment; \$25,000
- **Cost:** Employee pays 100%

## MOUNT ROYAL STAFF ASSOCIATION (MRSA)

- Membership dues are 1.1% of gross pay.

MOUNT ROYAL  
STAFF ASSOCIATION

## MISCELLANEOUS BENEFITS

### MRU ONECARD

Official University identification for a variety of University services, such as: the Library, printing services, University Recreation, and access to certain areas.

### COUGARS ATHLETICS & RECREATION

Recreation Facility and Cougars Varsity game admission at no charge.  
<https://mrucougars.com/>

### PARKING

Please visit the [Parking at MRU webpage](#) for more information on parking instructions, rates, and more.