

June 14th, 2018

To: Benefit Administrators / Human Resource Personnel

**From: Jackie Hubick
Vice President, People & Culture**

Re: Benefits During a Period of Vacation Prior to Termination or Retirement

In response to requests from employees, unions and employers, the Board of Trustees approved a change to the benefit plans to allow benefits to continue during a period of vacation, prior to termination or retirement. There is no longer a requirement for plan members to return to the workplace after their vacation to continue benefit coverage. This change will apply to all plan members who terminate or retire effective July 1st, 2018 and forward.

This change does not apply to severance. Benefits will not continue during a period of severance with the exception of Extended Health Care and Dental coverage which may be continued on a cost plus basis at the employer's expense.

Beginning July 1st, 2018, employers will no longer need to notify 3sHealth when a plan member accesses vacation prior to retirement or termination. Benefit plans will terminate automatically when the employer terminates the employee's position in iHRIS.

If you have questions on this benefit plan change, please call Alana Shearer-Kleefeld at 306-347-5599 or by email at alana.shearer-kleefeld@3sHealth.ca.

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