

January 31, 2020

To: Benefit Administrators / Human Resource Personnel / Union Partners

From: Lorne Shiplack
Benefit Services Manager, Employee Benefits

Re: Affiliate and Saskatchewan Health Authority Employees Measured as One Employer
Employee Benefit Plans

To align provincial health care employees' benefit plan coverage, effective January 1, 2020, 3sHealth Employee Benefits will combine the actual hours for employees working at both an affiliate organization and the Saskatchewan Health Authority (SHA) and measure benefit eligibility as "one employer".

Benefit eligibility for employees who work at an affiliate organization and the SHA, who meet the provincial co-employment rule, are currently measured as one employer. Employees automatically enroll into the Disability Income, Group Life Insurance, Extended Health Care and Dental Plans, when they become benefit eligible.

Starting with the December 31, 2019 annual measure, 3sHealth Employee Benefits will manually review benefit eligibility for all employees who work at both an affiliate organization and the SHA in different affiliations or OOS positions. 3sHealth Employee Benefits will update iHRIS and notify employers by email if an employee's benefit eligibility is impacted. Eligibility reports will continue to generate for both employers. 3sHealth will send a welcome package to the employee on behalf of both employers.

This change does not apply to eligibility for the SHEPP pension plan.

If you have questions about benefit eligibility for employees working at both an affiliate organization and the Saskatchewan Health Authority, please send an email to ebp@3shealth.ca. You may also contact a 3sHealth Benefit Services Officer by telephone at 1-866-278-2301.