

## Benefits at a Glance

### Faculty of Health Sciences Postdoctoral Fellows (PDFs): Full-time Appointments (equal to or greater than 12 months)

**Benefit Year: July 1 to June 30**



- ☀ Visit HR Total Rewards to review your benefit booklet in full → select 'Non-Union Postdoctoral Fellows': <https://hr.mcmaster.ca/employees/total-rewards/>
- ☀ Register with 'My Sun Life' (using contract number 025018 and member ID/employee ID \_\_\_\_\_) to: submit claims online, view claims history, eligibility, coverage, and print your coverage card to keep in your wallet: [www.mysunlife.ca](http://www.mysunlife.ca).

Benefit	Coverage effective date of enrolment	Benefit Cost Details
OHIP/UHIP	If you are from outside of Ontario, you must apply for OHIP (Ontario Health Insurance Plan) upon arrival, along with UHIP (University Health Insurance Plan) to ensure health coverage for the duration of your stay. The University will cover your UHIP premiums for the first three months, during your OHIP waiting period. For more information visit: <a href="http://www.uhip.ca">www.uhip.ca</a>   <a href="http://www.ohip.ca">www.ohip.ca</a> .	UHIP provided at no cost for <u>first 3 months</u> (single or family coverage); OHIP coverage provided at no cost.
Extended Health	100% Prescription drugs and supplies, less any portion of the dispensing fee over \$6.50 100% Hospital accommodation (standard ward) 100% Ambulance services (when ordered by a doctor) 100% Paramedical services: \$200/yr Speech Therapist; and \$300/yr (limit of \$15//visit) per person, per practitioner: Psychologist, Physiotherapist, Massage Therapist, Osteopath, Chiropractor, Naturopath, Christian Science Practitioner 100% Contact lenses, eyeglasses, laser eye surgery, up to \$250 for one purchase every 24 months (per employee) (no coverage for eye exams – however, children under the age of 19 are covered by OHIP for eye exams every 12 months) 80% Orthotics, up to \$400 over 2 benefit years 75% Hearing aids, up to \$500 over 3 benefit years	Benefit provided at no cost to participant.
Travel Benefits	100% Out-of-province travel plan benefit, covers you and your family members for all eligible services and supplies under group benefits plan while travelling outside of Ontario; see Travel Benefit Brochure at Working at McMaster for more information, <a href="https://hr.mcmaster.ca/employees/total-rewards/emergency-out-of-country-insurance/">https://hr.mcmaster.ca/employees/total-rewards/emergency-out-of-country-insurance/</a>	Benefit provided at no cost to the participant.
Dental	100% Preventative dental procedures, including oral examinations every 9 months, children under 15 every 6 months 85% Basic dental procedures, including fillings, extraction of teeth, basic restoration, and oral surgery 70% Major dental procedures up to \$2000 per benefit year, including crowns, bridges, dentures, etc. 50% Orthodontic procedures up to \$2000 in covered person's lifetime	<u>Optional insurance, premiums co-paid.</u> Current employee premiums for PDF (May'19): Single: \$30.22/month Family: \$113.66/month
Life Insurance	175% of your annual salary (insurable earnings maximum of \$100,000) for basic life insurance (mandatory) 25-500% annual salary (insurable earnings max of \$100,000) for optional life insurance (cost of coverage based on your completed Health Statement form and approved by Sun Life).	Basic benefit provided at no cost to participant. <u>Optional insurance premiums paid in full by participant.</u>
Accidental Death & Dismemberment (AD&D)	Optional benefit covers members against death or dismemberment as the result of an accident, whether on or off the job. The member is responsible for the full premium for coverage selected. Please see the AD&D booklet, available at Working at McMaster for more information on coverage and amounts. <a href="https://hr.mcmaster.ca/employees/total-rewards/accidental-death-and-dismemberment-add/">https://hr.mcmaster.ca/employees/total-rewards/accidental-death-and-dismemberment-add/</a>	<u>Optional insurance, premiums paid in full by participant.</u>
Personal Leave Time	Eligible for vacation days, bereavement leave and sick leave per your offer letter, and/or as authorized by your supervisor. Eligible for Maternity/Parental Leave: eligible employees may receive 95% of salary (less Employment Insurance income) up to 17 weeks.	Benefit provided at no cost to the participant.

HEALTH SCIENCES POSTDOCTORAL FELLOWS

Note: The information provided above is intended to summarize in plain language, the McMaster University Benefit Plan for Postdoctoral Fellows in the Faculty of Health Sciences as of February 2014 (subject to change). For an exact and complete description of the Plan, consult the Plan Text. In cases where the information provided on this handout differ from that contained in the Plan text, the Plan text will govern. (November 2019)

<b>Employee &amp; Family Assistance Program (EFAP)</b>	McMaster's EFAP, Homewood Health, offers counselling, coaching, information and support for all issues relating to mental health, career, life balance, recovery management, health management, family support services and more. You may contact Homewood Health 24 hours a day to access services ( <b>1.800.663.1142</b> ) or online at <a href="http://www.homeweb.ca">www.homeweb.ca</a> (you will need to sign up to access online services).	<i>Benefit provided at no cost to the participant.</i>
<b>Wellness and Healthy Workplace</b>	Wellness for McMaster Faculty and Staff promotes healthy living by providing programs and initiatives to the McMaster community to support their emotional, financial, intellectual, physical, social and spiritual wellness. Watch for regular communications from 'Healthy Workplace' and 'Organizational Development' for more information, or visit them online at: <a href="https://hr.mcmaster.ca/employees/health_safety_well-being/#tab-content-my-well-being">https://hr.mcmaster.ca/employees/health_safety_well-being/#tab-content-my-well-being</a>	<i>Benefit provided at no cost to the participant.</i>
<b>Tuition Assistance &amp; Bursaries</b>	Eligible for financial assistance for tuition costs for approved courses relevant to your Fellowship per the Tuition Assistance policy; and eligible for bursary funds for spouses/dependents after three years of continuous service, per the Bursary for Dependents policies.	<i>Benefit provided at no cost to the participant.</i>
<b>Research and Library Services</b>	Eligible for research services and supports from Health Research Services within the FHS. Entitled to the same access and borrowing privileges at all University libraries as faculty members. To borrow materials you will need a McMaster ID badge (separate from your FHS badge) available from the Campus Store in Gilmour Hall.	<i>Benefit provided at no cost to the participant.</i>
<b>Employee Discount Programs</b>	McMaster employees are eligible for Venngo WorkPerks employee discount program. Discounts are available from over 1700 vendors across Canada for restaurants, health and wellness, tickets and travel. All you need to do is sign up ( <a href="http://mcmaster.venngo.com">http://mcmaster.venngo.com</a> ) to access the discounts. Additionally, employees may be eligible for corporate phone plans. Please visit <a href="http://mcmaster.ca/uts">http://mcmaster.ca/uts</a> → voice & data communication to learn more about how to access this perk.	<i>Benefit provided at no cost to the participant.</i>
<b>Athletics &amp; Recreation</b>	McMaster's athletic facilities are available for a discounted 'employee' fee. Your Welcome Package from Human Resources contains a free 1-month trial membership. The David Braley Athletic Centre boasts an Olympic-sized pool, indoor track, squash courts, a climbing wall and The Pulse Fitness Centre. Visit <a href="https://rec.mcmaster.ca/">https://rec.mcmaster.ca/</a> for more information.	<i>Benefit provided at discounted cost to the participant.</i>

This 'Benefits at a Glance' is not inclusive of all benefits available to you. Please see your Benefit Plan for full coverage details.

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