

Article	Benefit	Perm/Seas* > = 0.5 fte	Term > = 0.5 fte > = 1 yr appt	Casual	Term/Perm/Seas < 0.5 fte and > 1 yr appt < 1.0 fte and < 1 yr appt
		Group Benefits www.usask.ca/hrd/benefits/benefit_plans.php		Part-time Group Benefits Eligibility is based on University Employee hours	
12.1	Dental Coverage	eligible (family plan) - 3 month waiting period	eligible (family plan) - 3 month waiting period	-	
12.1	Extended Health Care	eligible (family plan)	eligible (family plan)	Eligibility for benefits under the part-time legislation is based on number of hours worked within a specified period of time. Initial eligibility is reviewed after 6 months. To qualify for 50% coverage, you must have worked at least 390 hours. To qualify for 100% coverage, you must have worked at least 780 hours. If you do not qualify within the initial 6 month, then you are reviewed at 12 months. To qualify for 50% coverage within a 12 month period, you must have worked at least 780 hours. To qualify for 100% coverage, you must have worked at least 1560 hours. Dental and Basic Group Life is for members only; Extended Health Care is for members and dependants.	
12.1	Basic Group Life Insurance (2x annual salary (adjusted to the next higher \$1000). Max of \$500,000)	eligible - 3 month waiting period	eligible - 3 month waiting period	Eligibility is based on a minimum earnings level (35% of the Yearly Maximum Pensionable Earnings) in each of two (2) calendar years where there is no break in service of twelve (12) months or more. All University service earnings are included. The contribution rate is 5% and is matched by the employer.	
	Supplemental Life Insurance	eligible	eligible	not eligible	not eligible
12.1	Pension	eligible - maximum voluntary deferral 3 yrs	eligible - maximum voluntary deferral 3 yrs	Eligibility is based on a minimum earnings level (35% of the Yearly Maximum Pensionable Earnings) in each of two (2) calendar years where there is no break in service of twelve (12) months or more. All University service earnings are included. The contribution rate is 5% and is matched by the employer.	
20.10	Salary Continuance Plan	eligible	eligible	not eligible	not eligible
	Business Travel Insurance	\$100,000	\$100,000	\$50,000 if you qualified for 50% coverage; \$100,000 if you qualified for 100% coverage.	
		Other Benefits		Other Benefits Eligibility is based on ASPA Hours only	
7.3.1	Education & Training Incentive	eligible	eligible	not eligible	not eligible
9.6	Membership in Professional Associations	eligible	eligible	not eligible	not eligible
12.3	Tuition Waiver	eligible	eligible	eligible to apply, 50% prorated**	eligible to apply, 50% prorated**
12.4	Accountable Professional Development Acct (APDA) - \$1000/yr	eligible	eligible	not eligible	prorated based on fte
12.5	Tuition Reimbursement Fund (TRF) (for dependents)	eligible	eligible	not eligible	eligible
12.6	Development Investment Grant (DIG)	Terms of Reference to be announced	Terms of Reference to be announced	Terms of Reference to be announced	Terms of Reference to be announced
12.7	Housing Assistance (up to \$12,000)	eligible	***	not eligible	not eligible
12.8	Retirement Recognition	eligible after 20 yrs srv	not eligible	not eligible	not eligible
12.9	Fitness Benefit	eligible	eligible	eligible	eligible
20.3.1	Leave, Paid Education	eligible	eligible	not eligible	not eligible
20.10	Sick Leave	eligible under the Salary Continuance Plan	eligible under the Salary Continuance Plan	not eligible	1.25 day per month, prorated to fte
* Waiting periods are waived if a permanent/seasonal employee has at least three (3) months of service at >= .5 fte immediately prior to the permanent appointment.					
** Eligibility is based on the criteria for benefits or the accumulation of 400 hours within a two (2) year period using ASPA hours only.					
*** May be eligible depending on length of term and funding arrangements.					

For term and perm/seas employees with a >= .5 fte, there must be no breaks in employment. Eligibility is based on the term of the appointment >= one (1) yr or a combination of service to the employer that equal to one (1) yr