

2026

BENEFITS BULLETIN



At Saint Mary's University, we are committed to supporting the health and wellbeing of you and your family. Our benefits program provides resources that support your physical, mental, and financial wellbeing.

Each year, we review the funding required to sustain our benefits program. Recent claim trends have continued to rise, particularly in prescription drugs and long-term disability claims.

Average Increase per Pay for April 1, 2026

Using an annual salary of \$60,000 as an example, estimated premium changes are:

Single Coverage - **\$11.72 increase per pay**

Family Coverage - **\$17.36 increase per pay**

Note, individual amounts will vary based on your salary.

IMPORTANT DATES

April 2, 2026:

New benefit rates will be reflected in your pay

April 1, 2026:

Emergency Medical Travel will be covered under our Medavie Blue Cross plan

Benefit	Cost Share	Increase per Pay
Basic life insurance	50% paid by you	13% increase
Long-term disability	50% paid by you	31% increase
Health care	50% paid by you	11% increase
Dental care	50% paid by you	2% decrease
Emergency travel	50% paid by you	32% decrease
Employee and family assistance program	50% paid by you	No rate change

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EMERGENCY MEDICAL TRAVEL COVERAGE PROVIDER CHANGE

Beginning April 1, 2026, Medavie Blue Cross will become our new provider for emergency medical travel coverage.

What can I expect?

In mid March you will receive a new Medavie Blue Cross benefits card with instructions on who to contact in the event of a travel emergency.

Be sure to carry this card when travelling outside your home province or outside Canada.

Beginning April 1, you will be able to access this information through your Medavie Blue Cross app.

Exciting New Features

- Flight Delay Service: Support and potential compensation for flight delays
- Pre-Travel Consultations: Phone-based consultations to review how your coverage may apply to your medical condition(s)

OUR PARAMEDICAL COVERAGE IS CHANGING ON APRIL 1, 2026

Two Paramedical Coverage Categories:

Mental Health Services – 90% coverage - maximum of \$3,000 every 12 months

All Other Paramedical Services – 90% coverage – maximum of \$1,000 per practitioner every 12 months / combined annual maximum of \$2,000. Providers include

- Physiotherapy
- Massage therapy
- Chiropractor
- Osteopath
- Naturopath
- Dietitian
- Podiatrist
- Occupation Therapy
- Speech Therapy
- Acupuncture

BENEFITS CONTACT:

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IMPORTANT RESOURCES

Access our EFAP by calling 1.833.707.4747, downloading the GreenShield+ app, or through app.greenshieldplus.ca