

**March 25, 2022**

### **Final Reminder - Group Benefits Re-Enrolment**

*\*\*Note the change to Dependent Life Insurance is no longer optional and deductions for this coverage will begin April 21<sup>st</sup>. The annual Group Benefit Re-enrolment period begins is well underway. Attached is the information newsletter for NSUPE 13 members.*

Key information regarding the benefit re-enrolment period includes:

- This is the yearly opportunity for employees to review their benefit enrolment and make any necessary changes.
- **\*\*request a re-enrolment package by Thursday, March 31<sup>st</sup>.**
- Completed packages must be received by HR Employee Services no later than **Thursday, April 14<sup>th</sup>.**
- No action is required if you do not wish to make changes to your current plan.
- **\*\* It has been determined that **Dependent Life Insurance is not optional.** As of April 1<sup>st</sup>, all members of the municipality's group benefits program will automatically be enrolled in Dependent Life Insurance if they have a spouse or dependent child covered under the benefit plan. Deductions will begin April 21<sup>st</sup> with the bi-weekly payment of \$0.51 for the default coverage of \$5,000 for a spouse and \$2,000 for each dependent child.**

Links to the re-enrolment newsletters have been posted to the [Benefits Re-enrolment page](#) on the intranet.

### **HRM Pension Plan VIRTUAL Session**

The HRM Pension Plan welcomes you to join their VIRTUAL presentation on the general HRM Pension Plan benefits and features on **Monday March 28<sup>th</sup> at 6:00 p.m.** The session will be provided through Microsoft Teams and will last approximately 60-75 minutes. This VIRTUAL session is open to current members of the HRM Pension Plan. **Advanced registration, along with a valid email address is required. To register, contact the HRM Pension Plan Office by phone: 902-490-6213 or 1-888-490-6213 or at [HRMpension@halifax.ca](mailto:HRMpension@halifax.ca)**

### **Earth Hour**

Every year, we countdown together across the globe to celebrate Earth Hour and take one iconic action: switch off the lights. But it is so much more than that. It is a symbol of unity. It is a symbol of hope. It is a symbol of power in collective action for nature. Switch off your lights for an hour on **Saturday, March 26, 2021 at 8:30 pm** your local time. To learn more, or sign up for an event, visit <https://www.earthhour.org/>

### **Article 11.05 – Minimum Pay**

*“Except for overtime work which is continuous with an employee's regular hours of work, an employee shall be paid a minimum of four (4) hours at the regular rate for each period of overtime work unless the employee chooses to take time off in lieu of pay.”*

If you are scheduled for overtime which follows your regular working day, but later in the day (you leave and come back) or it is scheduled for the weekend, you are guaranteed a minimum of four hours at your regular rate of pay for that time, even if the task only took thirty minutes. It is also your choice if you would like the time paid out ROT, or if you would like to bank the time, ROTB to use later as Time Off in Lieu of Overtime Pay.

### **Spring Enrolment for HRM Aquatic Recreation Programs**

HRM spring aquatic recreation registration opens at **10:00 a.m. on Thursday March 31<sup>st</sup>.** Note that the costs for programs have increased, so make sure to use your HRM employee discount when registering. The age for receiving a Senior's discount will be increasing as well, rather than 55, a Senior's discount will be for those aged 60 and older.