

Understanding Your Collective Agreement**Know Your Rights, Empower Your Choices****Health Spending Account-Appendix C**

Use it or lose it!

Established for all status employees, apart from full-time students. Employees will be able to apply for reimbursement of eligible health care and dental expenses for themselves and their dependents.

- Effective January 1, 2022, The Health Spending Account will be credited with \$750 per calendar year.
- Eligible expenses include professional medical services, dental services, prescription drugs, eyeglasses, etc., that are allowable under the Income Tax Act but are not covered by any other plan.
- Employees and their dependents will not be eligible for reimbursement if expenses are recoverable from another source (e.g. Extended Health Care plan, Dental plan, Pharmacare, provincial health insurance plan, or any other medical plan). The dollars in the Health Spending Account must be used in the calendar year in which they are allocated; There will be no carryover of the account balance into the next calendar year;
- Upon submission of a claim, employees will be reimbursed for expenses incurred in the calendar year. If the Health Spending Account balance for the current calendar year has been used up, and an employee has outstanding eligible expenses, these expenses may be carried forward to the next calendar year for reimbursement.

Retiree Health Spending Account (RHSA) will be credited as follows:

The Retiree health Spending Account (RHSA) will be credited with \$823.42 per year for CUPE Local 998 members who retire on or after January 1, 2022. The RHSA will be indexed by 2.5% on January 1 of each year.

To learn more about your benefits, see the Efficiency Manitoba Collective Agreement on our website at www.998.cupe.ca

