

## Using Your Benefits – Don't Leave Them Behind

One of the great advantages of working at Efficiency Manitoba is the strong benefits package available to employees. While many of us focus on our day-to-day work and busy schedules, it is important to remember that these benefits are part of our overall compensation and are there to support our health, wellness, and financial well-being.

Many employees are not fully aware of everything available to them, or they simply forget to take advantage of benefits before the year ends. From prescription coverage and paramedical services to vision care, mental health supports, physiotherapy, massage therapy, chiropractic care, and more, there are many ways your benefits can help support you and your family.

One area that is often overlooked is the Health Spending Account (HSA). This account provides additional flexibility by allowing employees to claim eligible health and dental expenses that may not be fully covered under the regular benefits plan. It can help cover items such as extra dental costs, glasses, contact lenses, counseling services, and other approved medical expenses that comes out of your pocket.

The Health Spending Account is a valuable tool because it gives employees more choice in how they use their coverage. Instead of letting those funds expire unused, take some time to review what expenses may qualify and whether you have remaining balance available. If you don't use them you lose them from year to year.

Using your benefits is not something to feel guilty about — they were negotiated and provided to support employees. Preventative care and wellness supports can also help avoid larger health issues down the road. Whether it is booking that eye exam you have been putting off, attending physiotherapy appointments, or accessing mental health resources, your benefits are there to be used.

If you are unsure what is covered, check your benefits in your collective agreement or contact HR directly for details. Taking a few minutes to understand your coverage can make a big difference and help ensure you are getting the full value of the benefits available to you.

