

SECTION: ADMINISTRATION	SUBJECT: SEASONAL EMPLOYEE HEALTH PLAN
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Original Resolution No.: 07-03-14

**Seasonal Employee Health Plan**

The County of Warner No. 5 wishes to offer a health plan for seasonal employees for the purposes of assisting seasonal staff with health benefit costs and further, attract returning seasonal employees for employment opportunities within the County.

**Guidelines**

1. Health benefits include the following:
  - a. Alberta Health Care
  - b. AUMA/AMSC Health Plan which includes:
    - i. Extended Health Care
    - ii. Dental
    - iii. Vision
    - iv. Life Insurance
    - v. Accidental Death and Dismemberment

Note: Seasonal employees are **not** eligible for short or long term disability.

2. Eligible seasonal employees include those who are returning to work for the County after the completion of three consecutive years of seasonal service. Health benefits are available at the start of the fourth season.
3. All seasonal employees who meet the condition of Clause 2 shall belong to the plan unless the individual can be exempted and premiums waived due to their spouse belonging to a different health benefit plan.
4. The County will be responsible for eighty percent (80%) of the health care premiums during the period of time the individual is employed by the County.
5. The seasonal employee is eligible to continue with County’s health benefit plan during the period of time they are not employed by the County based on the following conditions:
  - a. the individual is responsible for one hundred percent (100%) of the health care premium costs,
  - b. the County receives a series of post dated cheques dated the first (1st) of each month they wish to continue on the health benefit program, and
  - c. if a payment is missed for any reason, the individual may be removed from the health benefit plan effective immediately
6. The County can remove an individual from the health benefit plan for any reason they deem necessary and upon giving the individual thirty days notice. This can be done only for the period of time the individual is not employed with the County.