

Natural Resources Conservation Board (NRCB)

Health Benefits Policy

1. INTRODUCTION AND PURPOSE

This policy constitutes the following:

- (a) a health benefits policy of the Natural Resources Conservation Board (the “NRCB”) that is to apply to all employees who exercise managerial functions (managerial employees) and to the members of the NRCB and the Chair of the NRCB; and
- (b) sets out when the NRCB will allow managerial employees and members of the NRCB and the Chair of the NRCB to participate in their health benefit plans and the participation of part-time managerial employees and part-time NRCB members in the NRCB’s Health Benefit Plans; and
- (c) is a policy authorized and made in compliance with section 8(2)(b) of the *Reform of Agencies Boards and Commissions Compensation Regulation* (the “Regulation”).

2. SCOPE

This policy applies to those employees of the NRCB who exercise managerial functions and to members of the NRCB and the Chair of the NRCB who work a minimum fifty (50) percent full time equivalency (FTE) up to an including full-time employment.

Notwithstanding anything in this section, this policy does not apply to non-managerial employees of the NRCB and to members of the NRCB that are paid remuneration pursuant to the *Committee Remuneration Order* (OC 466/2007) pursuant to section 2(2) of the Regulation.

3. HEALTH BENEFIT PLAN PARTICIPATION

The NRCB’s health benefit plans may include medical, dental, travel accident insurance, health spending account and employee family assistance program (“Health Benefit Plans”). The Health Benefit Plans may be varied during the term of this policy in accordance with the agreements the NRCB enters into with its benefit administrator and provider.

Subject to other eligibility requirements from the provider and administrator of the NRCB’s Health Benefit Plans, the following policy is established to set out the basis, for which certain Employees are eligible to participate in Health Benefit Plans:

- (a) Subject to paragraph (b) below, Term Employees employed on a fifty (50) percent FTE basis to full-time FTE basis are eligible to participate in the NRCB’s health benefit plans;
- (b) a Contract Employee is not eligible to participate in the NRCB’s health benefit plans if their employment contract expressly excludes them from participation in health benefit plans;

(c) Permanent Employees who are employed on a fifty (50) percent FTE part-time basis up to and including a full-time FTE basis are eligible to participate in the NRCB's health benefit plans.

4. POLICY TERM

This policy is in effect for a term of five (5) years commencing on the first (1) day of April 2021 and expiring on the thirty-first (31) day of March 2026.

Approved:



Deputy Minister, Alberta Environment & Parks

March 8, 2021

Date