

## Your Pension, Benefits and Wellness Programs!

### Pension Updates

View the [2019 Q3 Investment Rate of Returns](#) and other helpful investment information.

Know your limits: see the [2020 CRA savings and pension limits](#). The maximum you and the University can contribute to the pension plan next year is \$27,830.

### DTAP Update

The 2019 Fall Dependant Tuition Assistance Program (DTAP) cheques will be mailed to the applicant's mailing address, starting in the first week of December.

### Benefits Claims Deadline

Remember all benefit claims incurred in 2019 for Extended Health, Dental and Health Spending Account (HSA) must be received by [Sun Life](#) on or before **March 31, 2020**. Log into [Sun Life](#) to submit your 2020 claims. Claims received after March 31, 2020 will be declined.

### Sun Life Tips to Protect Against Benefits Fraud

Benefits claim fraud is a big problem and it can impact the sustainability of an Employer offering group benefits at current coverage levels.

Here are some tips to protect yourself from fraud:

1. **Keep your benefits information confidential.** This prevents others from fraudulently submitting claims in your name.
2. **Submit claims online whenever possible.** Online claims submission and direct deposit eliminates much of the possibility for fraud – and it's faster than paper. Be sure to review all emails you about any recent claims activities carefully.
3. **Check your receipts.** Ensure your receipts are correct and reflect the service you actually received. Check that the name on the receipt matches the service provider who performed the service. Don't be afraid to ask your service provider for clarification.
4. **Don't sign claims forms in advance.** Sign one completed claim form at a time and never sign blank forms. Always understand what is being submitted on your behalf.
5. **Report suspicious activity.** If you suspect any activity or request from a service provider or medical equipment supplier – such as actions that provide little or no benefit to you but would maximize payments to that provider or supplier based on your coverage let Human Resources or Sun Life know.



Watch the [plan member group benefits fraud protection video](#).

### Tips for Managing Seasonal Stress –Webinar

Your [Healthy Workplace Committee](#) invites you to attend a webinar which will support you during the busy festive season. This webinar will teach you simple strategies to stay energized over the holidays.

[RSVP](#) - for Tuesday December 3, 2019 -Time: 12:00p.m. to 1:00p.m. [or](#);

[RSVP](#) – for Wednesday December 4, 2019 -Time: 12:30p.m. to 1:30p.m.

### Wellness

Your [Employee Assistance and Family Program \(EFAP\)](#) provides a wealth of information on work, health and life balance. To support your personal wellness! Access the [Morneau Shepell](#) website to read the latest version of the Balance Newsletter. In addition, you are invited to read the latest issue of the [Healthy Working & Healthy Living Newsletter](#).

### Suggestions?

**We want to hear from you!**

- To learn more about specific topics on Pension and Benefits, let us know at [uoitpensionandbenefits@uoit.ca](mailto:uoitpensionandbenefits@uoit.ca).

- Your [Healthy Workplace Committee](#) invites you to share ideas for wellness initiatives, reach us at [justforthe-healthofit@uoit.ca](mailto:justforthe-healthofit@uoit.ca).