

July 17, 2023

## UPDATE: 2022-2025 Facilities Collective Agreement – Changes Affecting Benefits

In follow up to the eflash sent February 6, 2023, this is to clarify how Article 13.03 affects benefits.

The change as to how the probationary period is calculated will affect Group Life, AD&D and LTD only as these benefits are contingent on the completion of the probationary period.

As a result, the HBT Administration Guide will be updated and revised to reflect this change.

Group Life, AD&D and LTD	
• Regular Employees	• 1 <sup>st</sup> day following completion of the probationary period.

*Please forward this document to all departments within your organizations that may require and rely on this information.*

### Questions

If you have any questions, please contact the HBT Benefits Team:

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