

Policy #9/2010 – Health Care

Purpose: To provide cost sharing of health care for all employees

Immediate Family Member – An employee's spouse and/or children

Full Time Employee – any employee who works full time hours during 12 months of the year

Seasonal Employee – any employee who works full time hours for less than 12 months of the year, but returns to work every season.

1. The Rural Municipality of Moose Creek shall cost share health care at 50% for employees and their immediate family members.
2. Full Time Employees shall:
 - a. Upon start date, submit to council the invoice provided to them by their choice of health care provider,
 - b. The RM shall pay the full amount to the health care provider, and
 - c. The employee's share shall be deducted from the employee's paycheck at a rate of 1/26th of half of the total invoice.
3. Seasonal Employees shall:
 - a. Upon start date, submit to council the paid invoice and receipt provided to them by their choice of health care provider, and
 - b. The RM shall reimburse ½ of the total amount of the invoice to the employee
4. Any employee who wishes to opt out of health care privileges, must sign a waiver which states that they will not be compensated for not participating.