CUPE 1334 Annual Allocation for Flex Spending Credit

Eligible CUPE 1334 employees will be provided flexible spending credits in the amount of $800. Newly hired eligible Regular Full-Time (RFT), Continuing Limited-Term (CLT) and Temporary Full-Time (TFT) employees shall have access to 100% of Flex Credits for the calendar year, provided their employment commences on or before July 1 of the same calendar year. All eligible RFT, CLT and TFT employees whose employment commences between July 1 and November 30th of each year, will see their Flex Credits prorated by fifty (50%) for the balance of that calendar year.

Eligible CUPE 1334 employees will make allocation decisions during the month of November of the previous calendar year. All allocations must be made in $50 increments. All eligible employees hired or becoming eligible during a calendar year will be required to direct the allocation of their Flex Credits to HCSA, or TWSA within thirty (30) days of their eligibility date. Allocations must be made within the designated times, failing which the default allocation of 100% to the HCSA and 0% to the TWSA shall apply.

Only one election can be made in any year and once made is irrevocable.

Please note: For the 2025 allocation, existing CUPE 1334 members will already have $200 allocated to TWSA. An additional $400 is to be allocated between HCSA and TWSA for claims incurred May 1, 2025 or later.

Source URL:https://www.uoguelph.ca/hr/staff-faculty/benefits/canadian-union-public-employees-cupe-1334-benefits/taxable-wellness-spending