

Nishnawbe-Aski Legal Services Corporation

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August 27, 2024

PRIVATE AND CONFIDENTIAL

Natasha-Salatino-Mach
85 Shuniah Street
Thunder Bay, Ontario
P7A 2Z2

RE: Employment Status Change

Dear Natasha,

This letter is to confirm your request to change the status of your employment to “part-time” with Nishnawbe-Aski Legal Services Corporation, effective **September 9, 2024**. There will be no change in your annual salary entitlement.

With this change your required hours per pay period will also change from 70hrs to **21hrs**. If you are going to be working varied hours each week, please provide a bi-weekly work schedule to your manager for the days you will be working.

Lastly, your health benefits (attached) will also be changed to reflect your new part-time status, and your NALSC staff benefits (vacation, sick & cultural) will also be adjusted to reflect your decrease in hours.

Please let me know if you have any questions or concerns regarding the above.

Sincerely,

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION



Colette Shwetz
Director, Human Resources

Cc: Finance Department

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Head Office:

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APPENDIX 5 – Term Employee – Benefit Entitlement Schedule - Effective April 1, 2022.

UP TO 3 MONTHS

Duration of Contract	Health Benefits	Administrator
Up to 3 Months	Not available	N/A

3 MONTHS to 12 MONTHS

Duration of Contract	Health Benefits	Administrator
3 Months to 12 Months	1) Dental up to \$1000 2) Eyeglasses up to \$250	HR – Original receipts required to be submitted within 30 days of service.

12 MONTHS to 24 MONTHS

Employee & Family Assistance Program

	CINUP
	<p><u>LifeWorks</u> In-person and Immediate Support Counselling 24/7 Service Centres Work-Life Balance Consultations LifeWorks Online and LifeWorks Mobile Crisis Management Organizational Services Team</p>

Group Life

Benefit	CINUP
Formula	
Status	Flat \$25,000
Non-Status	Flat \$25,000
Maximum	\$25,000
Non-Evidence Maximum	\$25,000
Waiver of Premium	Included
Reduction	50% at age 65
Conversion Option	Yes
Termination	Earlier of retirement or age 70

Dependent Life

Benefit	CINUP
Spouse	\$10,000
Per Dependent Children	\$5,000
Child becomes Effective	From live birth
Termination	Earlier of retirement or age 70

Accidental Death & Dismemberment

Benefit	CINUP
Death Benefit Amount	Matches Life Insurance Formula
Dismemberment Benefit Amount	25% - 200%, depending on loss
Termination	Matches Life Insurance
Family Transportation	\$15,000
Rehabilitation	\$15,000
Repatriation	\$15,000
Funeral Benefit	\$5,000
Hunting / Fishing Accident	Additional \$10,000 if loss of life sustained from a hunting or fishing accident
Workplace / Home / Vehicle alterations and modifications	\$15,000
Day Care Benefits	5% of principal sum, max \$5,000 / child
Education Benefit	5% of principal sum, max \$5,000 / child
Spousal Retraining Benefit	\$15,000
Critical Illness Benefit	\$1,000 one-time benefit
Covered Illnesses	Cancer (life threatening), Coronary bypass, Heart Attack, Stroke

Critical Illness

Benefit	CINUP
Critical Illness Benefit	\$25,000
Covered Illnesses	Alzheimer's disease, Aortic surgery, Aplastic anemia, Bacterial meningitis, Benign brain tumour, Blindness, Cancer (life threatening), Coma, Coronary artery bypass surgery, Deafness, Dilated cardiomyopathy, Fulminant viral hepatitis, Heart attack, Heart valve replacement, Kidney failure, Liver failure of advanced stage, Loss of independent existence, Loss of limbs, Loss of speech, Major organ failure of waiting list, Major organ transplant, Motor neuron disease, Multiple sclerosis, Muscular dystrophy, Occupational HIV infection, Paralysis, Parkinson's disease, Primary pulmonary hypertension, Progressive systemic sclerosis, Severe burns, Stroke
Termination	Earlier of retirement or age 65

Extended Health Care cont'd

Benefit	CINUP
Vision Care	
Co-insurance	100%
Adult	\$900 / 24 months
Dependent Children (18 and under)	\$300 / 24 months
Intraocular Lenses	\$200 / calendar year
Eye Exams	
Adult	One eye exam U & C / 24 months
Dependent Children (18 and under)	One eye exam U & C / 12 months
Survivor Benefit	Up to 24 months
Termination	Earlier of retirement or termination of employment
Travel Coverage	
Out-of-Province / Out-of-Canada	Not Covered
Coverage Period	Not Covered
Travel Assistance (International)	Not Covered
Termination	Earlier of retirement or age 70
Exclusions	Chief & Council, and/or Elected Officials who do not work the minimum hours per week and/or who are paid honorarium are not eligible for Travel Health Benefits or International Travel Assistance

Extended Health Care

Benefit	CINUP
Deductible - Single / Family	None
Overall Co-Insurance	100%
Overall Maximum	Unlimited
Prescription Drugs	
Co-Insurance	100%
Drug Type	Generic unless "no substitution"
Drug Maximum	\$7,500 - calendar year
Pay Direct Drug Card	Yes
NIHB Carve-Out for Status Members	Yes
Smoking Cessation	\$950 lifetime maximum
Fertility Drugs	\$15,000 lifetime maximum
Medical Cannabis	Not Covered
Medical Services & Supplies	
Co-Insurance	100%
Teladoc & Best Doctors	Included
Ambulance	Included
Hospital Accommodations	Semi-Private
Private Duty Nurse	\$5,000 - calendar year
Hearing Aids	\$500 - 60 months
Orthotics	\$500 - calendar year, custom-made
Orthopedic Shoes	\$300 - calendar year, custom-made
Travel Medical Benefit	\$2,000 lifetime maximum, (distance travelled must be greater than 600 kms return)
Special Medical Equipment	Included
Paramedicals	
Co-Insurance	100%
Acupuncturist	\$500 - calendar year
Audiologist	\$500 - calendar year
Chiropractor	\$500 - calendar year
Chiropractor X-rays	One X-ray U & C - calendar year
Psychologist / Social Worker / Registered Clinical Counsellors / Canadian Certified Counsellors / Psychotherapist	Combined \$500 - calendar year
Dietician	\$500 - calendar year
Licensed Massage Therapist / Reflexology	Combined \$500 - calendar year
Naturopath	\$500 - calendar year
Osteopath	\$500 - calendar year
Osteopath X-rays	One X-ray U & C - calendar year
Physiotherapist / Occupational Therapist / Athletic Therapy	Combined \$1,000 - calendar year
Podiatrist / Chiropodist / Foot Care Nurse	Combined \$500 - calendar year
Podiatrist X-rays	One X-ray U & C - calendar year
Speech Therapist	\$500 - calendar year

Dental Care

Benefit	CINUP
Deductible - Single / Family	None
Status	
Basic Services	100% (first 15% paid upfront)
Major Services	80%
Annual Maximum (combined)	\$1,500
Non-Status	
Basic Services	100%
Major Services	80%
Annual Maximum (combined)	\$1,500
Orthodontics	50% (dependents to age 18)
Lifetime Maximum	\$1,500
Recall Exams	Once every 6 months
Scaling Units	Unlimited (no children restrictions)
X-rays	One complete series every two calendar years
Missing Tooth Exclusion	No
Fee Guide	Current Province of Residence
Specialist Fee Guide	Yes
Survivor Benefit	Up to 24 months
Termination	Earlier of retirement or termination of employment