

2022 Benefits Open Enrolment

Frequently asked questions

1. What is new in the Canada benefits program for 2022?

Our current benefits options, plan designs and employee contributions are all continuing next year with some new benefits and enhancements:

- **New telehealth benefit** that lets you visit with health care professionals from the comfort of your home. Available now to everyone enrolled in a Sun Life medical plan. [Learn more.](#)
- **More mental health care coverage starting January 1.** We are increasing the maximum amount of mental health coverage you can receive each year to \$1,000 per person in Module B (currently \$500) and \$1,500 in Module C (currently \$700). Log in to your Sun Life account at mysunlife.ca/aecom for eligible mental health practitioners (under the paramedical category).
- **New fertility drug coverage starting January 1.** All the Sun Life medical plans will cover up to \$10,000 in eligible fertility drugs per lifetime (after the deductible in Module A).
- **Enhancements to the Personalized Spending Account (PSA) starting January 1.** We're taking the PSA fully digital for easier and faster claims processing for you and a longer list of eligible expenses from which you can choose. Log in to your Sun Life account at mysunlife.ca/aecom to see the full list.
- **New identity restoration benefit starting January 1,** to help you prevent identity theft and assist you in the event that your identity is stolen. [Learn more.](#)
- **Your short-term disability (STD) costs are decreasing January 1.** We are reducing your cost for basic and enhanced STD coverage.

2. Is my cost for coverage changing for 2022?

You will pay the same amount for health care coverage next year. The employee contributions for Modules B and C will remain the same as in 2021 (see the [What's Changing Guide](#) for specific amounts), and AECOM will continue to provide Module A at no cost to you and your dependents.

For other benefits, employee contribution amounts will also remain the same as they are now, except that your costs for STD coverage are decreasing. You can find all your 2022 costs when you enrol online, starting November 1.

3. Are there any changes to how I enrol?

You'll enrol on [AECOMBenefitsOnline.com](https://aecombenefitsonline.com) just as you have in previous years. Go to the log in screen and enter the Access ID and password that you have used to previously register on the site. You can find your Access ID on your Sun Life health card or as follows:

- **DCS employees:** Your Access ID is your Workday ID, which you can find by logging on to Ecosystem > Employee Centre, clicking the Workday link, and viewing your profile page. If you still need help finding your Access ID after following these steps, submit a ticket via Employee Centre.
- **EOM-OG employees:** Your Access ID is your Employee ID. If you don't know your Employee ID, you can request it from your manager or by calling the Employee Service Center at 877.354.6847 or emailing og.esc@aecom.com.

4. What happens if I don't make any changes during Benefits Open Enrolment?

If you don't enrol, your current 2021 benefits will continue in 2022, and the spending account allocation will automatically be made to the HSA (and cannot be changed after November 19). Benefits Open Enrolment is a good time to review your benefit selections, but if you miss the opportunity, you will be given the default coverage as follows:

Benefit	2022 Default Coverage
Health care (medical and dental)	<ul style="list-style-type: none">• You will continue to participate in your current health care module (including telehealth)• If you live in Quebec and opted out of health and dental coverage, you will remain opted out
Health/Personal Spending Account	The annual spending account contribution will default to the HSA
Basic Life and AD&D insurance	1x salary rounded to the next higher \$1,000 (if your salary amount is a multiple of \$1,000, your coverage amount will not be rounded up to the next \$1,000)
Optional life insurance	Same as you have today
Business travel accident insurance	4x salary rounded to the next higher \$1,000, if not already a multiple of \$1,000 (no enrolment needed)
Short-term disability insurance	Same as you have today
Long-term disability insurance	Same as you have today
Critical illness insurance	Same as you have today
Voluntary benefits (home, auto, pet, and identity restoration insurance)	You can enroll in these benefits at any time during the year; you will continue to participate in your current coverage elections
Other benefits (EAP, myStrength, telehealth, Care.com, etc.)	Same as you have today (no enrolment needed)

5. **Why should I review and update my beneficiary information?**

One of the most important ways you can protect your financial well-being is by designating your beneficiary(ies) — the person or persons you want to receive benefits if you pass away. You can change beneficiaries at any time and, in fact, it's a good idea to review and update your beneficiary information to make sure all the information is complete and up to date. If you die and have no beneficiaries on file or if your beneficiary information is outdated, there could be a significant delay in payment (or no payment at all) during an already challenging time for your loved ones. Learn more about [**updating your beneficiaries**](#).

6. **What if I am a new hire?**

If you join AECOM between November 19 and December 31, 2021, you will enrol twice:

- Within 31 days of hire, to choose your benefits for 2021. Coverage is retroactive to your hire date.
- Then, after you elect your 2021 benefits, you will immediately be prompted to choose your benefits for 2022 and will have one day to complete enrolment.

There will be an enrolment blackout period from December 23 – December 31, 2021. As a new hire, if you have not enrolled as of December 31, you will have the opportunity to enrol beginning January 1, 2022 for both 2021 and 2022 benefits.