

2023 Benefits Open Enrolment

Frequently asked questions

2023 Benefits Open Enrolment is October 31 through November 18, 2022.

1. **What is new in the Canada benefits program for 2023?**

Our current benefits options and plan designs are all continuing next year.

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 2022, and AECOM will continue to provide Module A at no cost to you and your dependents.

	2023 Biweekly Employee Contributions for the Health Care Modules		
	Module A	Module B	Module C
Employee Only	\$0	\$15.88	\$32.44
Employee + 1	\$0	\$32.10	\$61.66
Employee + 2 or More	\$0	\$42.57	\$79.90

For other benefits, employee contribution amounts will also remain the same as they are now, except that your costs for short-term disability (STD) coverage are decreasing. You can find all your 2023 costs when you enrol online, starting October 31.

2. **Are there any changes to how I enrol?**

You'll enrol on [AECOMBenefitsOnline.com](https://www.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. Your Access ID is your Workday ID, which you can also 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 the Employee Centre (link on the Ecosystem main page).

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

If you don't enrol, your current 2022 benefits will continue in 2023, and the spending account allocation will automatically be made to the HSA (and cannot be changed after November 18). 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	2023 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 but at 2023 costs
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)

4. 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](#).

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

If you join AECOM between November 18 and December 31, 2022, you will enrol twice:

- Within 31 days of hire, to choose your benefits for 2022. Coverage is retroactive to your hire date.
- Then, after you elect your 2022 benefits, you will immediately be prompted to choose your benefits for 2023 and will have one day to complete enrolment.

There will be an enrolment blackout period from December 22 – December 31, 2022. As a new hire, if you have not enrolled as of December 31, you will have the opportunity to enrol beginning January 1, 2023 for both 2022 and 2023 benefits.