

February 18, 2026

To: Benefit Administrators / Human Resource Personnel / Union

From: Harrison Hall
Manager Partner Services, Employee Benefits

Re: Annual Measure Update
Employee Benefit Plans

As part of the annual measure, 3sHealth Employee Benefits continues to assess benefit coverage for other-than-full-time employees for 2026, based on hours worked in 2025.

During this process, employers may identify situations where an employee's record requires correction. The Employee Benefits team is actively completing reconciliation activities to ensure the accuracy and completeness of all data. As we work toward finalizing the annual measure, we expect to communicate with employees who will see a change to their benefit eligibility or level of coverage for 2026 in the coming days. Letters will also be sent to individual plan members to inform them of their coverage.

We anticipate that the annual measure process will be finalized by February 27th. Once data validation is complete, a Benefits Bulletin will be issued to confirm that the annual measure has been concluded and that results are available for your review.

Canada Life continues to process claims for services or purchases from both 2025 and 2026. They have also resumed processing pre-determinations that were placed on hold during the initial phase of the annual measure. In addition, Canada Life will begin processing Health Spending Account claims for 2026 imminently.

Thank you for your continued patience and understanding as we continue to work through the annual measure process.

For any inquiries regarding this benefits bulletin, please contact EBP@3sHealth.ca. You may also reach a 3sHealth Benefit Services Officer by telephone at 1-866-278-2301, option 4.