



**Lethbridge  
SCHOOL DIVISION**

# Employee & Family Assistance Wellness Program

## **WHAT IS THE EMPLOYEE FAMILY ASSISTANCE PROGRAM? (EFAP)**

Lethbridge School Division has an Employee Family Assistance Program (EFAP) which offers confidential and personal counselling services to all Division employees and their dependents.

The program is designed to provide a variety of helpful services to employees whose problems may be affecting their personal and/or work life. It also helps to promote healthy lifestyles by negotiating discount rates with local fitness centers.

## **WHY DO WE HAVE AN EMPLOYEE ASSISTANCE PROGRAM?**

- This program is meant to offer members access to personalized health and wellness tools, resources and support when they want it—anywhere, anytime.



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# Homewood Health

Counselling  
Coaching  
Support

Achieving your health and  
wellness goals just got easier

## Your Employee and Family Assistance Program (EFAP)



We are proud to extend to staff covered under ASEBP benefits an Employee and Family Assistance Program (EFAP) through Homewood Health.

The Employee & Family Assistance Program (EFAP) gives you access to a wide range of program and services including:

- ◆ The COVID-19 Pandemic
- ◆ Short-term counselling on a variety of topics, such as depression, relationships, anxiety, stress etc.
- ◆ Online resources such as e-learning courses, healthy living articles and interactive tools, health assessment etc.
- ◆ Lifestyle coaching on topics like nutrition, weight management, career planning

When should you contact Homewood Health to access the EFAP services? When you need help:

- ◆ Coping with daily stress and anxiety
- ◆ With childcare or eldercare
- ◆ With work situations or career planning
- ◆ Improving the quality of your relationships
- ◆ With any of life's issues

You can contact Homewood Health for counselling, coaching and support 24 Hours a day, seven days a week at:

English: 1-800-663-1142

French: 1-866-398-9505

TTY (hearing assistance): 1-888-384-1152

International (call collect): 604-689-1717

To learn more about the EFAP services, visit the Homewood Health website:

<http://www.homewoodhealth.com/individuals/services/efap>

**\*\*A more detailed brochure can be found on your employee Dashboard on ADW.**

To access member services please sign up at <https://homeweb.ca/>, it takes as little as two minutes. You will be asked your name, email and to create a password, the next page will ask your employer. Once you are in you can access services, read special articles or take courses to improve your overall wellness.

**Welcome to Homeweb, Katie**

We provide a collection of resources to treat mental health and addiction. Need to talk to someone in person? 1-800-663-1142

Looking for something specific?

**Our most popular resources**

**Depression & Anxiety**  
TOOLS, COVID-19

**Get Control of Your Money**  
FINANCES, MENTAL HEALTH, STUDENT LIFE, FINANCES

**BROWSE THE LIBRARY**

Student Life Tools Crisis Family Finances Lifestyle

## WHY USE THE ASSISTANCE PROGRAM?

Each of us faces challenges in life.

Your Assistance Program can help you prepare yourself to respond to these challenges and be the best you can be. Your Assistance Program:

- ◆ is a convenient source of information and assistance ,
- ◆ relieves you from the burden of handling issues alone,
- ◆ can help you problem-solve and troubleshoot,
- ◆ offers you encouragement and support during difficult times, and situations, and
- ◆ is an easy way to get trusted, expert information.

There are three categories of services available to you, within which you'll find a complete range of options for any issue you may want to address:



### 1. Counselling:

- \* *Counselling is short-term and focused on problem-solving and finding solutions that are practical and improve the physical and mental well-being of you and your family.*

### 2. Plan Smart—Lifestyle and Specialty Counselling Services:

- \* *With Plan Smart, you can receive information and coaching related to childcare and parenting, elder and family care, financial or legal concerns, career planning, workplace issues, pre-retirement, nutrition and weight management.*

### 3. Online Services:

- \* *Find answers to your questions in the online health information library. Access a variety of specialized interactive online tools and health and wellness assessment.*

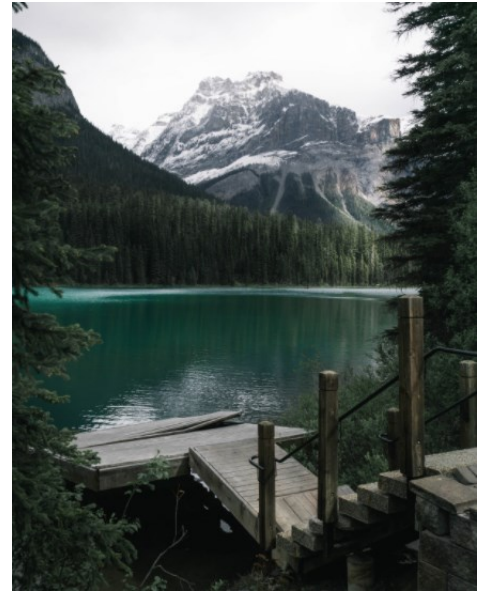
## Privacy and Confidentiality

Everyone who uses the Assistance Program is guaranteed complete confidentiality within the limits of the law and professional counselling guidelines. You don't need to discuss your call with your supervisor or manager, and your participation is fully voluntary.

## WHO IS AN ELIGIBLE DEPENDENT?

The following persons qualify as dependents:

1. a spouse who is:
  - ◆ Legally married to the employee, or
  - ◆ The employee's adult interdependent partner who has:
    - (1) lived with the employee for at least three consecutive years, or
    - (2) lived with the employee in a relationship of some permanence, if there is a child of the relationship by birth or adoption, or
    - (3) Entered into a written adult interdependent partner agreement with the employee, as outlined in Alberta's *Adult Interdependent Relationships Act*.
2. a child (including a step-child, an adopted child, a child from a recognized relationship, or a child subject to legal guardianship) who is:
  - unmarried and has not attained his/her 21st birthday, or
  - unmarried and is registered as a full-time student at an institute of higher learning (missions are not eligible) and not attained his/her 25th birthday, or
  - unmarried and incapable of supporting himself/herself because of a mental or physical handicap. The child must have been covered by ASEBP before reaching age 21. Proof of incapacity must be provided within 31 days of the date on which the child's coverage would otherwise terminate (contact ASEBP for details).
  - a child subject to legal guardianship. You must apply for coverage within 31 days of receiving legal guardianship status.



*“Healing is a matter of time, but it is sometimes a matter of opportunity.” ~ Hippocrates*



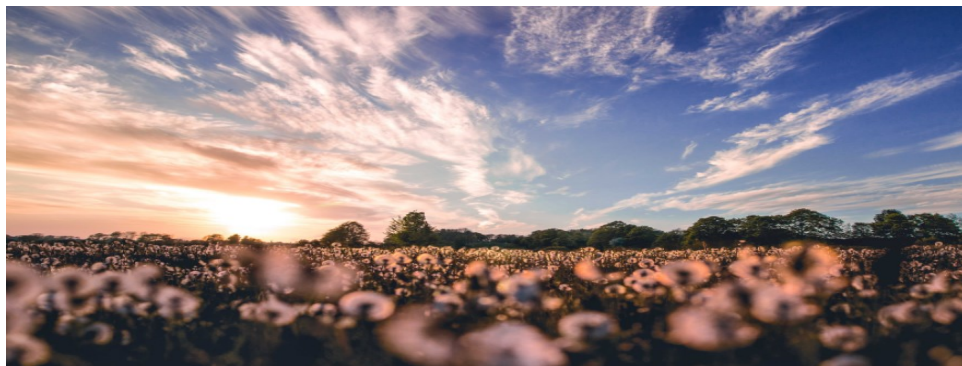
Excluded as a dependent is:

- (1) any child who is not recognized as a Dependent of the employee for provincial health care purposes;
- (2) any child who is on the Assured Income for the Severely Handicapped (AISH) program;
- (3) a dependent who is not a resident in Canada; and
- (4) a dependent who is on active duty in any military, naval or air force of any country, or peacekeeping force.

**Note:** In the case where your child has not reached the age of 21 but has coverage through his/her employer, ASEBP will become second payer.

**Note:** Foster children are wards of the court and, therefore, are not considered dependents.

**Note:** All dependents need to be registered with ASEBP within 31 days of the employee becoming eligible or within the 31-day period following the applicable event (e.g. marriage, birth of a child), otherwise late applicant provisions will apply. If you already hold single coverage, only your dependent(s) would be considered late applicants. Refer to 1) Late application for Life Insurance, Accidental Death and Dismemberment, Extended Disability Benefits and Extended Health Care; 2) Late Application for Dental Care; and 3) Late Application for Vision Care in the General Provisions section of the Benefit of the Benefit Information Handbook for further information.



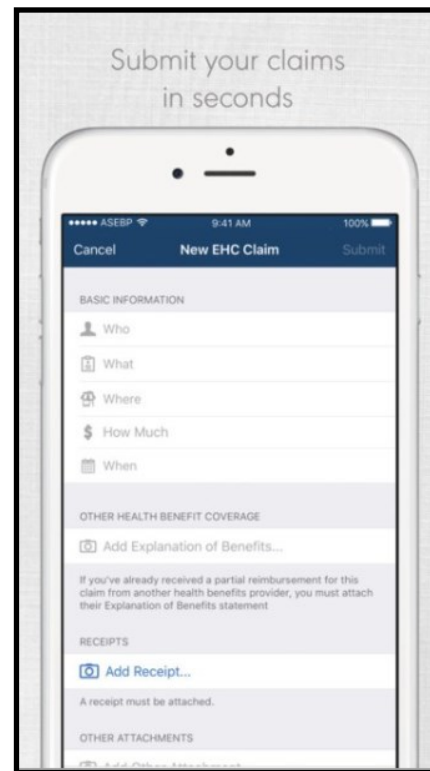


**Did you know ASEBP has a mobile app? View coverage and usage summary or submit claims to your HSA!**

This app is available in both the iTunes App Store and Android Apps on Google Play.

<https://play.google.com/store/apps/details?>

<https://itunes.apple.com/ca/app/my-asebp/id572576026?mt=8>



## WELLNESS PROGRAM



According to the Canadian Society of Physiology “Adults aged 18-64 should accumulate at least 150 minutes of moderate-to-vigorous – intensity aerobic physical activity per week, in bouts of 10 minutes or more”

When you is active for at least 150 minutes a week, you can lower your risk of:

- Premature Death
- Heart Disease
- Stroke
- High Blood Pressure
- Certain types of cancer
- Type 2 Osteoporosis
- Overweight and obesity

For more information on Physical Activity Guidelines visit the Canadian Society for Exercise Physiology:

[www.csep.ca/guidelines](http://www.csep.ca/guidelines)



## UNIVERSITY OF LETHBRIDGE

The University of Lethbridge now offers a single pass option called the ONE pass. This pass is available for Lethbridge School Division employees and their spouse.

Parking permits are included with both Community and Alumni passes.

\*\*These prices are effective September 2021 and may increase at the discretion of the University of Lethbridge recreation services.

The ONE Pass	Community 1 Month	Community 4 Months	Community 12 Months	Alumni 1 Month	Alumni 4 Months	Alumni 12 Months
Regular Fees	\$69.00	\$243.10	\$646.30	\$54.85	\$194.00	\$516.10
SD Employee Costs	\$57.17	\$201.30	\$535.22	\$45.43	\$160.65	\$427.39

### THE U OF L OFFERS:

#### INDOOR TRACK FACILITY

- ♦ 200 Meter four lane track
- ♦ Track and field training equipment

#### ASCENT CLIMBING CENTRE

- ♦ Largest modular paneled walls in Canada
- ♦ 55' High & 52' Long; offering 4700' of climbing space

#### MAX BELL REGIONAL AQUATIC CENTRE

- ♦ Olympic-size pool
- ♦ Largest movable floor in North America
- ♦ 2-one and 2-three meter springboards
- ♦ 1-three and 1-five meter platforms

#### The ONE Pass

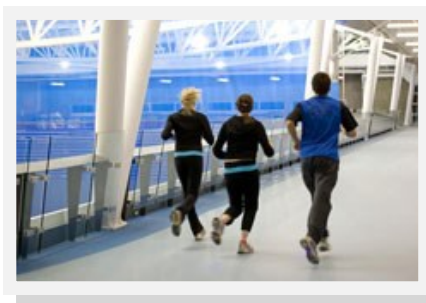
Admits access to: Fitness Center, Ascent Climbing Centre, Max Bell Pool, Indoor Running Track, and Gymnasiums.

The ONE pass also includes use of selected recreation equipment, drop in fitness classes and a discount on selected Sport and Rec Programs.

Lockers are available for rent and include towel service and access to the steam rooms.

Please contact us at (403) 329-2706 for further information on course offerings or birthday party bookings for the pool and climbing wall!

Visit us at [www.uleth.ca/sportrec](http://www.uleth.ca/sportrec)



*In an article published by Dr. Susan E. Brown, it is shown that as little as 2 hours per week of high-impact strength training exercises done over the years on a regular basis will significantly reduce the rate of aging bone loss.*

*Dr. Susan E. Brown, October 24, 2016/Retrieved <https://www.betterbones.com/exercise/two-hours-of-strength-training-a-week-improves-bone-density>*



## RECREATION EXCELLENCE



### RECREATION SWIM PASS:

Allows admission access to Recreational Swim Programs at Nicholas Sheran, Stan Siwik, Fritz Sick, Henderson and Westminster Pools. Use of weight room, hot tub, and sauna, **ONLY** during recreational swims. Note: Youth must be age 13 or older to use weight room equipment.

If the adult fitness option is added, it also allows admission to Aquatic Fitness Programs, (AquaFit, Aquajog, Waterfit, Condition and Lane Swims) at all the above facilities and the Max Bell Aquatic Center, as well as fitness classes at the Y.W.C.A. (does NOT include Health Club Privileges).

**\*Prices are in effect as of September 2021  
and do not include GST**

**\*\*A proof of employment form is required. It can be obtained by contacting Katie Guccione (403) 380-5297 in the Human Resource Department.**



### HEALTH BENEFITS OF WATER BASED EXERCISE

Just 2 1/2 hours per week of aerobic exercise, such as swimming can reduce the risk of chronic illnesses.

Water-based exercise improves mental health. Swimming has been shown to improve the mood of participants. There is also a positive effect on expectant mothers and their unborn children. Family connection are also shown to improve in families with children having developmental delays

Centers for Disease Control.  
2016/04/5 *Health Benefits of Water Based Exercise*,  
Retrieved 2017/09/20,  
[https://www.cdc.gov/healthywater/swimming/swimmers/health\\_benefits\\_water\\_exercise.html](https://www.cdc.gov/healthywater/swimming/swimmers/health_benefits_water_exercise.html)

## RECREATION EXCELLENCE CONTINUED

### CENTER LOCATIONS:

#### NICHOLAS SHERAN

- ◆ 401 Laval Blvd. W

#### STAN SIWIK

- ◆ 1901-15 Ave. N

#### FRITZ SICK

- ◆ 420-11 St. S

#### HENDERSON LAKE

- ◆ 2710 Parkside Dr. S

#### WESTMINSTER POOL

- ◆ 411 16 St. N

#### MAX BELL

- ◆ 4401 University Dr. W

For pool schedule information  
please see:

[http://www.lethbridge.ca/  
Things-To-Do/Aquatics-Pools/  
Pages/default.aspx](http://www.lethbridge.ca/Things-To-Do/Aquatics-Pools/Pages/default.aspx)

### FITNESS ADVANTAGE SWIM PASS:

Allows access to all recreational swims, fitness aquatic programs (Aquafit, Aquajog, Waterfit, Condition & Lane Swims) at Nicholas Sheran, Stan Siwik, Fritz Sick, Henderson Lake, Westminster and Max Bell Pools. Anytime access to weight room, hot tub, and sauna during regular facility operating hours, Y.W.C.A. fitness classes during public scheduled times (does NOT include Health Club privileges).

### SWIM/SKATE COMBO RECREATION PASS:

Allows access to recreational swim programs (Open & Family Swims) at Nicholas Sheran, Stan Siwik, Fritz Sick, Henderson and Westminster Pools. Use of weight room, hot tub, and sauna only during recreational swims. Recreational Skate programs; public, family, beginner, parent and tot and adult at all City of Lethbridge arenas, including the Enmax Center.



**HAND:**  
**Breads**



**PALM:**  
**Meats**



**FIST:**  
**Veggies, Rice,  
Pasta, Fruits**



**FINGERTIP:**  
**Fats (butter)**

Healthy eating includes keeping portions in check. Use  
your hand to visually judge your portions.

## RECREATION EXCELLENCE CONTINUED



1 Month			
Category	Reg. Price	SD#51 Pay	Client Pay
Senior	\$52.00	\$7.80	\$44.20
Adult	\$67.50	\$10.13	\$57.37
1 Parent Family	\$109.25	\$16.39	\$92.86
Family	\$142.00	\$21.30	\$120.70
3 Month			
Category	Reg. Price	SD#51 Pay	Client Pay
Senior	\$98.50	\$14.78	\$83.72
Adult	\$125.75	\$18.86	\$106.89
1 Parent Family	\$169.50	\$25.43	\$144.07
Family	\$229.25	\$34.39	\$194.86
6 Month			
Category	Reg. Price	SD#51 Pay	Client Pay
Senior	\$174.75	\$26.21	\$148.54
Adult	\$207.50	\$31.13	\$176.37
1 Parent Family	\$245.75	\$36.86	\$208.89
Family	\$349.50	\$52.43	\$297.07
12 Month			
Category	Reg. Price	SD#51 Pay	Client Pay
Senior	\$316.75	\$47.51	\$269.24
Adult	\$382.25	\$57.34	\$324.91
1 Parent Family	\$469.50	\$70.43	\$399.07
Family	\$655.00	\$98.25	\$556.75

### PRICES DO NOT INCLUDE G.S.T.

All passes can be purchased at Nicolas Sheran, Fritz Sick & Stan Siwik Pools, as well as the Henderson Outdoor Pool during summer operation.

A proof of employment form is required. It can be obtained by contacting Katie Guccione: (403) 380-5297 in the Human Resource Department for Lethbridge School Division.

For any inquiries please contact the Administrative Assistant for Recreation Excellence at : (403) 320-3054.



## SERVICING MEMBERS IN LETHBRIDGE FOR OVER 20 YEARS!



### ◆ FACILITY HOURS

#### MONDAY—FRIDAY

⇒ 5:00 AM—11:00 PM

#### WEEKENDS

⇒ 6:00 AM—10:00 PM

#### KIDS KLUB

#### MONDAY—FRIDAY

⇒ 8:45 AM—1:00 PM

**\*\*SPACE MUST BE  
BOOKED 24 HOURS IN  
ADVANCE BY CALLING  
403-320-1781 OR AT THE  
FRONT DESK**

**1007 3 AVENUE  
NORTH**

**PHONE: 403-320-1781**

**LETHBRIDGEFITNESS.CA**

	Regular Cost	Employee Cost
1 Year (monthly payment)	\$41.58	\$24.00
1 Year Bronze PIF	\$499.00	\$299.00

\*enrollment fee of \$29.00 is applied to new members

\*\*Lethbridge School Division employees & spouses only

- ◆ Executive Change rooms
- ◆ Infra-Red Sauna
- ◆ Professional Personal Trainers
- ◆ Zumba Classes
- ◆ TRX Bootcamps
- ◆ Fitness Classes—Hot Yoga, Yoga, Spin...
- ◆ 16 000 Square Foot Facility
- ◆ KIDZ KLUB—Babysitting Service
- ◆ Sunseekers Tanning Salon
- ◆ Booster Juice

**CLASS SCHEDULES CAN BE  
FOUND ON THE WEBSITE  
AT :**

**LETHBRIDGEFITNESS.CA**



**LETHBRIDGE**  
FITNESS CLUB

**Lethbridge Fitness Club**  
1007 3rd Avenue North  
403-320-1781



## **SERVICING MEMBERS IN LETHBRIDGE FOR OVER 25 YEARS**

### **Employee Cost:**

**\$299 for 1 year or  
\$24 per month**

For Lethbridge School District employees & spouses.  
Membership can be paid in full in the club.

### **FACILITY HOURS:**

**Monday -  
Friday 5am - 11pm  
Weekends  
6am - 10pm**

### **Included Amenities:**

- Executive Change Rooms
- Infrared Saunas
- Cycle, Yoga, Barre, Zumba & Strength Classes
- Outdoor Space Access

### **Add-On Services:**

- Childcare
- Dynamic Recovery Centre
- Personal Training
- Tanning
- Workshops
- Specialty Classes

## **Where your fitness journey thrives.**

If you have any questions please call us at 403-320-1781, or come visit us at 1007 3 Ave N.



