



# Your Benefits and Pension at-a-glance

## In recognition of the diversity of our full time continuing OPSEU Members Faculty and Staff

The Benefits and Pension Plan provided by the University of Ontario Institute of Technology (OntarioTech University) offers a level of flexibility that takes into account the unique needs of each individual.

In addition to providing enhanced flexibility, the plans are regularly monitored to ensure they remain competitive in the external market and continue to contribute to the attraction and retention of talent at the University.

This document provides you with an “at-a-glance” summary of the Benefits and Pension Plans provided to eligible full-time continuing faculty and staff (eligibility begins on your date of hire). For more details about the plans, visit the [benefits handbook](#) or **contact Human Resources**.



## Your Benefits Plan

The OntarioTech University benefits Plan (Benefits Plan) is designed to provide you with comprehensive coverage and a level of flexibility that recognizes your unique needs. The Benefits Plan features medical, dental, disability and insurance coverage along with a Health Spending Account that provides you with the flexibility to pay for eligible health care expenses tax effectively.

### Your Medical Plan

The following table provides a summary of the medical coverage provided for you and your family detailed in the Group Benefits booklet. The medical benefit has been designed to work in conjunction with the Health Spending Account (described below).

BENEFIT	COVERAGE
Hospital	<ul style="list-style-type: none"><li>100% coverage of the cost of a semi-private room</li><li>\$175 daily maximum</li></ul>
Prescription Drugs (includes drug card)	<ul style="list-style-type: none"><li>90% coverage for drugs on formulary</li><li>80% coverage for other drugs requiring a prescription</li><li>\$8 dispensing fee cap</li></ul>
Vision	<ul style="list-style-type: none"><li>100% coverage; \$400 every 2 years</li></ul>
Hearing Aids	<ul style="list-style-type: none"><li>100% Coverage; \$600 every 2 years</li></ul>
Licensed Paramedical Practitioners which includes: *Acupuncturists *Chiropractors *Chiropractors *Massage therapists *Naturopaths *Osteopaths *Physiotherapists *Podiatrists *Speech therapists	<ul style="list-style-type: none"><li>80% up to \$700 per year per paramedical practitioner listed</li></ul>
Mental Health Practitioners with includes: *Psychologists *Psychotherapist *Clinical Counsellors *Social Worker *Marriage & Family Therapist	<ul style="list-style-type: none"><li>80% up to \$5600 per year for combined maximum</li></ul>
Private Duty Nursing	<ul style="list-style-type: none"><li>80% up to \$10,000 per year</li></ul>
Other Medical Services & Supplies	<ul style="list-style-type: none"><li>80% coverage of reasonable and customary expenses</li></ul>
Out-of-Country Emergency	<ul style="list-style-type: none"><li>100% coverage of reasonable and customary expenses</li></ul>

### Your Dental Plan

The following table provides a summary of the dental coverage available for you and your family through the Benefits Plan. Like the medical benefit, dental coverage has been designed to work in conjunction with the Health Spending Account (described below).

BENEFIT	COVERAGE
Preventive and Basic (includes oral exams, x-rays, polishing, scaling, fillings, endodontics, periodontics)	<ul style="list-style-type: none"><li>80% coverage</li></ul>
Major (includes crowns, bridges, dentures, inlays/onlays)	<ul style="list-style-type: none"><li>50% coverage</li></ul>
Annual Maximum	<ul style="list-style-type: none"><li>\$1,200 for Preventive/Basic and Major combined</li></ul>
Children's Orthodontia	<ul style="list-style-type: none"><li>50% coverage</li><li>\$1,500 lifetime maximum per child</li></ul>
Dental Fee Guide	<ul style="list-style-type: none"><li>Current</li></ul>
Recall Exams	<ul style="list-style-type: none"><li>Every 9 months</li></ul>



## Your Health Spending Account

Each January 1st, the University will allocate credits to the Health Spending Account (HSA) in your name. In addition, the University will provide credits equal to 2% of pensionable earnings that can be directed to the Pension Plan or the HSA. Through the HSA, you can pay for eligible health care expenses not fully covered by the University's Benefits Plan.

### What is the advantage of the HSA?

The benefit of using the HSA to pay for health care expenses is that, by doing so, you use before-tax contributions from the University, rather than your own after-tax income. The money the University deposits in your HSA is not subject to federal or provincial taxes. The HSA also provides reimbursement for a broader range of health care services.

### The two-year rule...

The CRA gives you a tax break on this account, but it does set some rules: *you have two calendar years to use any money deposited in your HSA or it is forfeited.*

## Your Disability Benefits

If you are unable to work because of illness or injury, the University offers two plans that provide you with income protection — the short-term disability plan and the long-term disability plan.

### Short-Term Disability (STD)

STD pays a percentage of your base salary due to illness or injury, for up to 52 weeks (100% of your base salary for the first 26 weeks, followed by 75% of base salary for up to an additional 26 weeks).

### Long-Term Disability (LTD)

Once your 52 weeks of STD benefits have finished, you may qualify for LTD coverage that provides you with income protection for the duration of your disability. Since you pay for this coverage any benefits you receive from the plan are tax free. The formula below is designed to provide approximately 85% of your pre-disability net income (up to a maximum benefit of \$8,000/month).

66.67% of the first \$27,000 of your base salary + 58% of the next \$36,000 of your base salary + 46% of the balance of your base salary

## Your Life Insurance

The Benefits Plan offers several types of life insurance for yourself, your spouse and/or children. If you choose employee and/or spouse's optional life insurance coverage, you may be required (by the insurance carrier) to provide evidence of insurability.

### Employee Basic Life Insurance

Through the basic life insurance benefit, you automatically receive coverage equivalent to:

- one times your base salary

This coverage is 100% paid for by the University. The maximum basic life insurance benefit is \$250,000.

### Employee Optional Life Insurance

In addition to the basic life insurance benefit provided by the University, you can purchase additional life insurance coverage for yourself that you pay for through payroll deductions. The optional coverage available is:

- up to \$750,000 of employee optional life insurance coverage in units of \$10,000



#### **Spouse's and Children's Optional Life Insurance**

In addition to life insurance for yourself, you can purchase life insurance coverage for your spouse and dependent children. You would pay for the cost of this coverage through payroll deductions. The optional spouse's and children's coverage available is:

- Up to \$500,000 of spousal's optional life insurance coverage in units of \$10,000
- Up to \$15,000 of children's optional life insurance coverage in units of \$5,000

## **Your Accidental Death and Dismemberment Insurance (AD&D)**

AD&D insurance provides coverage should you or a covered dependent die or become seriously injured as the result of an accident. Through the Benefits Plan, you have access to AD&D insurance for yourself, your spouse and/or dependent children.

#### **Employee Basic AD&D Insurance**

Through the basic AD&D insurance benefit, you automatically receive coverage equivalent to:

- one times your base salary

This coverage is 100% paid for by the University. The maximum basic AD&D insurance benefit is \$250,000.

#### **Employee Optional AD&D Insurance**

In addition to the basic AD&D insurance benefit, you can purchase additional AD&D insurance coverage for yourself that you pay for through payroll deductions. The optional coverage available is:

- up to \$500,000 of employee optional AD&D insurance coverage in units of \$10,000

#### **Spouse's and Children's Optional AD&D Insurance**

If you decide to purchase AD&D insurance coverage for your spouse and/or dependent children, you would pay for the cost of this coverage through payroll deductions. The optional spouse's and children's coverage available is:

- Up to \$250,000 of spouse's optional AD&D insurance coverage in units of \$10,000
- Up to \$25,000 of children's optional AD&D insurance coverage in units of \$5,000

## **Your Pension Plan**

**The University of Ontario Institute of Technology (OntarioTech University) is a defined contribution plan where you and the University work together to help build your retirement savings.**

### **How the Pension Plan Works**

#### **Contributions by the University**

Under the Pension Plan, there are two components to the University's contribution:

- 1) A basic contribution of 7.5% of your pensionable earnings, and
- 2) A supplemental contribution of 2% of your pensionable earnings.

Each year, the University allocates to you equal to 2% of your pensionable earnings. You decide, in 0.5% increments, what portion of that amount is contributed by the University to your pension plan or credited to your HSA (as described above). The University's contributions to the pension plan are immediately vested (i.e., you immediately own these contributions).



Under the *Income Tax Act*, there is a limit on combined employee and employer contributions to the pension plan. This limit will change annually and further information is available through Human Resources. Any University contributions in excess of this limit will be directed to an account held outside the Pension Plan, known as the Supplemental Retirement Arrangement.

### Contributions by you

In addition to the University's contributions, each year you will be required to make a contribution of 3.5% of your pensionable earnings to the plan. You may also decide to make voluntary contributions to the plan of 1%, 2%, 3%, 4% or 5% of your pensionable earnings.

BASIC UNIVERSITY CONTRIBUTION		SUPPLEMENTAL UNIVERSITY CONTRIBUTION		REQUIRED MEMBER CONTRIBUTION		VOLUNTARY MEMBER CONTRIBUTION		TOTAL
7.5%	+	0% to 2% (as elected by you)	+	3.5%	+	0% to 5% (as elected by you)	=	11% to 18%

### Investing Contributions to the Pension Plan

You decide how your contributions and the University's contributions are invested by selecting from the investment funds listed below. Sun Life Financial is the administrator of the pension plan and will register and track your investment choices.

BlackRock EAFE Equity Index Segregated Fund  
BlackRock U.S. Equity Index Segregated Fund (Registered)  
BlackRock LifePath Index Segregated Funds (Default Fund)  
BlackRock LifePath Index Retirement Segregated Fund 1  
Sun Life Assurance 1,3,5 year Guaranteed Fund  
Sun Life Guaranteed Daily Interest Account Fund

Beutel Goodman Canadian Equity Segregated Fund  
Beutel Goodman Small Cap Segregated Fund  
CC&L Group Canadian Equity Fund  
Fidelity True North Segregated Fund  
MFS Global Equity Segregated Fund  
MFS International Equity Segregated Fund  
Phillips Hager & North (PH&N) RBC Vision Global Equity Segregated Fund  
Phillips Hager & North (PH&N) Core Plus Bond Index Segregated Fund

### Receiving Your Pension

When you retire or leave the University, you will be able to transfer your account balance from the pension Plan to a locked-in retirement account or use your balance to purchase an annuity. Any voluntary contributions you have made to the pension plan are not considered "locked-in" and can be withdrawn or transferred at that time to a non-locked-in investment vehicle.