

## OPC BENEFITS – SUMMARY

- Long-term Disability Coverage
- Optional Life Insurance
- Optional Accidental Death & Dismemberment Insurance



## OPC Benefits Summary

As a Member of the Ontario Principals' Council (OPC), you are eligible to enrol in the OPC Benefits plan. Coverage includes Long-term Disability (LTD), Term Optional Life and Optional Accidental Death and Dismemberment (AD&D) coverage. **LTD benefits are provided by the Ontario Teachers Insurance Plan (OTIP), while Optional Life and AD&D are underwritten by Manulife.** The policy numbers are LTD – 51213 and Optional Life and AD&D – 49731.

As an OPC Member, you and your eligible dependants have access to Starling Minds, an evidence-based program that offers risk assessments, mental fitness tools and addiction support services. The program is anonymous and confidential, and accessible 24/7. Visit [otipraeo.starlingminds.com](https://otipraeo.starlingminds.com).

### ABOUT THIS GUIDE

This guide is intended to provide you with a brief overview of the coverage available. If there are any discrepancies between the information in this guide and the Policies, the terms and details of the Policies shall apply.

### Questions?

Contact OPC Benefits at 1-800-701-2362 or email [opcbenefits@principals.ca](mailto:opcbenefits@principals.ca).

## LONG-TERM DISABILITY COVERAGE OPTIONS

You may **select one of the following options** for LTD coverage. Participation in the LTD plan may be mandatory under some Employers (Boards).

<b>Option 1 – 100 days/70%</b>
<ul style="list-style-type: none"><li>• 55% of monthly salary, up to a maximum monthly benefit of \$8,000.</li><li>• Benefits begin upon claim approval and after a qualifying period of at least 100 calendar days, expiration of sick leave or any date in between, as chosen by the Member.</li><li>• Coverage/benefits terminate at the earliest of retirement, end of the month in which you turn age 65, or the date you are eligible for a 70% unreduced pension (after 35 years of accumulated service).</li></ul>
<b>Option 2 – 150 days/70%</b>
<ul style="list-style-type: none"><li>• 55% of monthly salary, up to a maximum monthly benefit of \$8,000.</li><li>• Benefits begin upon claim approval and after a qualifying period of at least 150 calendar days, expiration of sick leave or any date in between, as chosen by the Member.</li><li>• Coverage/benefits terminate at the earliest of retirement, end of the month in which you turn age 65, or the date you are eligible for a 70% unreduced pension (after 35 years of accumulated service).</li></ul>
<b>Option 3 – 100 days/85 factor</b>
<ul style="list-style-type: none"><li>• 55% of monthly salary, up to a maximum monthly benefit of \$8,000.</li><li>• Benefits begin upon claim approval and after a qualifying period of at least 100 calendar days, expiration of sick leave or any date in between, as chosen by the Member.</li><li>• Coverage/benefits terminate at the earliest of retirement, end of the month in which you turn age 65 or the date you reach your 85 factor (age + years of service = 85).</li></ul>
<b>Option 4 – 150 days/85 factor</b>
<ul style="list-style-type: none"><li>• 55% of monthly salary, up to a maximum monthly benefit of \$8,000.</li><li>• Benefits begin upon claim approval and after a qualifying period of at least 150 calendar days, expiration of sick leave or any date in between, as chosen by the Member.</li><li>• Coverage/benefits terminate at the earliest of retirement, end of the month in which you turn age 65 or the date you reach your 85 factor (age + years of service = 85).</li></ul>
<b>Option 5 – 150 days/70%/3% COLA</b>
<ul style="list-style-type: none"><li>• 55% of monthly salary, up to a maximum monthly benefit of \$8,000.</li><li>• Benefits begin upon claim approval and after a qualifying period of at least 100 calendar days, expiration of sick leave or any date in between, as chosen by the Member.</li><li>• Cost-of-Living adjustment (COLA) of 3% after 12 months of paid benefits.</li><li>• Coverage/benefits terminate at the earliest of retirement, end of the month in which you turn age 65, or the date you are eligible for a 70% unreduced pension (after 35 years of accumulated service).</li></ul>

If your claim for LTD benefits is approved, the amount that you receive is not subject to income tax as you pay 100% of the contributions.

**Your monthly LTD costs are based on your annual salary and the LTD option you select. Refer to the enclosed Rate Schedule to calculate your monthly cost. Rates include applicable taxes.**

**If you are eligible to terminate your LTD coverage (e.g. if you have attained your 85 factor or are eligible for a 70% unreduced pension), it is your responsibility to notify the OPC in writing as you will not be eligible for LTD benefits/coverage after either of the termination factors.**

**VALUE-ADDED BENEFITS OF THE LTD PLAN INCLUDE:**

- ✓ Survivor Benefits provides three months of income benefit paid for LTD claimants to your named beneficiary. The one-time survivor benefit can be paid early if you, the claimant, have a terminal illness.
- ✓ Critical Illness coverage provides a \$2,500 benefit for Members for 24 covered conditions. The covered conditions are listed in the policy.
- ✓ Carepath cancer assistance program provides medical and emotional support to plan members and their families after a cancer diagnosis. Visit [otip.carepath.ca](http://otip.carepath.ca) for more details.
- ✓ Participation in the above programs is open to all OTIP LTD-covered members and is not contingent on an LTD claim or application.

**VALUE-ADDED SERVICES OF THE LTD PLAN INCLUDE:**

- ✓ Early Intervention (EI) program that provides a confidential service for members at no additional cost, to support recovery during the early stages of a medically related absence.
- ✓ In-house OTIP Disability Services Team assists members with making CPP applications and appeals. These services are provided at no cost and help support members in navigating a potentially overwhelming situation.
- ✓ OTIP Lead Pharmacist, a dedicated clinical and drug therapy resource for LTD claimants and their physicians to optimize recovery and long-term health outcomes.

**TERM OPTIONAL LIFE BENEFITS**

The Optional Life insurance coverage offered by the OPC Benefits plan and underwritten by Manulife, allows you to purchase additional insurance coverage at a competitive cost.

**You and/or your spouse** may **select one** of the following coverage options:

\$25,000	\$100,000	\$200,000	\$300,000
\$50,000	\$150,000	\$250,000	

Optional Life coverage **greater than \$100,000** requires evidence of insurability. **All benefit options** selected by newly appointed Members 60 calendar days after their appointment are also subject to evidence of insurability.

Optional Life benefits terminate for **you, when** you are no longer an OPC Member or at the end of the month in which you turn age 70. Coverage terminates for **your spouse** the end of the month your spouse reaches age 70. You must select optional life coverage for yourself, to elect spouse or child optional life. Coverage updates due to life events (e.g. marriage, adoption, birth of child) must occur within 60 days of the life event. Optional life benefits will require new evidence of insurability to be submitted if you choose not to retain coverage during a leave of absence.

You may select one of the following coverage options for your dependent children:

\$5,000	\$10,000	\$15,000	\$20,000	\$25,000	\$30,000
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**Dependent children** are eligible from the age of 24 hours and are covered up to age 21 (or age 25 if a full-time student). Coverage for dependent children must be elected by newly appointed Members within 60 calendar days of their appointment.

**Monthly Optional Life costs are calculated based on you and/or your spouse's age, and smoker status. Refer to the enclosed Rate Schedule to calculate your monthly cost for you, your spouse, and your dependent children. Rates include applicable taxes.**

**TERM OPTIONAL AD&D BENEFITS**

The Optional AD&D benefits offered by OPC and underwritten by Manulife provide you with an affordable way to supplement your life insurance or medical coverage if you are seriously injured or die because of an accident. You may **select one** of the following coverage options, and **Single** or **Family** coverage:

\$25,000	\$75,000	\$125,000	\$175,000
\$50,000	\$100,000	\$150,000	\$200,000

Optional AD&D benefits terminate for you at the end of the month age 70 or you are no longer an OPC Member.

The Table of Accident benefits and principal sums payable can be found in the AD&D policy document.

**Monthly Optional AD&D costs are calculated based on whether you select Single or Family coverage. Refer to the enclosed Rate Schedule to calculate your monthly cost. Rates include applicable taxes.**

**FREQUENTLY ASKED QUESTIONS**

**HOW DO I PARTICIPATE?**

If you are a newly appointed Administrator in a participating School Board, **you have 60 calendar days from the date of your appointment to join the benefits plan.** Complete the Group Benefits Application and return it to the OPC within 60 calendar days. If you are applying for Optional Life coverage greater than \$100,000, you must also complete the Manulife Evidence of Insurability form.

If you apply after 60 calendar days, you must complete the Group Benefits Application **along with the** OTIP Proof of Good Health for LTD, and Manulife Evidence of Insurability forms for Optional Life Insurance.

**WHY SHOULD I PARTICIPATE?**

LTD coverage provides a safety net that will replace a percentage of your salary and provides pension plan protection should you be unable to work because of an illness or injury. The LTD plan provides coverage for serious disabling conditions resulting in long periods of absence.

Optional Life coverage offered by the OPC allows you to increase your overall life insurance protection to provide financial security for your family. The OPC offers flexible coverage options enabling you to find the coverage that best suits your needs.

Optional AD&D coverage provides you with another means to safeguard your family's future in the event of death or serious injury. You may choose one of the flexible coverage options; Member-only or family coverage. Family coverage automatically includes coverage for your spouse and/or any eligible dependent children.

## WHEN IS MY COVERAGE EFFECTIVE?

If you are a newly appointed Administrator and you apply within 60 calendar days of your appointment, your LTD, and up to \$100,000 life insurance coverage will be effective as of the date of your appointment. If you apply after 60 calendar days following your appointment, or the Optional Life coverage amount is greater than \$100,000, proof of good health will be required. Your coverage will be effective as of the date the application is approved by OTIP for LTD and Manulife Financial for Optional Life Insurance.

## WHEN DOES MY COVERAGE TERMINATE?

Optional Life coverage terminates for you when you are no longer an OPC Member or at the end of the month in which you turn age 70. Coverage terminates for your spouse at the end of the month your spouse reaches age 70 and coverage for eligible dependent children terminates at age 21, or age 25 for a dependant if they are a full-time student.

Optional AD&D coverage terminates for you when you are no longer an OPC Member or at the end of the month in which you turn age 70.

LTD coverage/benefits terminate at the earliest of retirement, end of the month in which you turn 65 or the date you are eligible for a 70% unreduced service pension (Options 1, 2, 5) or your 85 factor (Options 3 and 4).

## ARE LTD BENEFITS TAXABLE?

LTD benefits payable to Members with disabling conditions are not subject to income tax, since you pay 100% of the monthly LTD cost.

## WHAT IS MY LTD QUALIFYING PERIOD?

Your qualifying period corresponds with the LTD option that you selected: LTD options 1, 3 and 5 have a qualifying period of 100 calendar days and options 2 and 4 150 calendar days or the expiration of sick leave. You may choose to use some or all your sick leave.

## WHEN DO LTD BENEFITS TERMINATE?

For options 1, 2 or 5, LTD benefits terminate at the earliest of retirement, end of the month in which you turn 65, or the date you are eligible for 70% unreduced service pension (after 35 years of accumulated service). For options 3 and 4, LTD benefits terminate at the earliest of retirement, end of the month in which you turn 65, or the date you reach your 85 factor (age + years of service = 85).

## WHO IS MY BENEFICIARY?

For Member Optional Life and AD&D coverage, you may designate your beneficiaries. If one of your named beneficiaries is under the age of 18, you must appoint a Trustee. For Spouse and Dependent Life coverage, you, the Member, is automatically the beneficiary.

For LTD benefit claimants, the survivor benefit will be paid to your surviving spouse or, if you don't have a surviving spouse, your dependent children.

## ABOUT OTIP

Ontario Teachers Insurance Plan (OTIP) has a well-earned reputation for providing outstanding benefits support and service to the education community. With more than 1,000 employees and a full range of group and individual insurance products, we are here to help.

OTIP is a not-for-profit organization, and we pride ourselves on championing the members of Ontario's education communities. Optional Life and AD&D Benefits are underwritten by Manulife and LTD Benefits are provided by OTIP.

Learn more at [www.otip.com](http://www.otip.com).

