

- Long-term Disability Insurance
- Life Insurance
- Accidental Death and Dismemberment Insurance

Long-term Disability (Member only coverage)

The Long-term Disability (LTD) plan provided by the Ontario Principals' Council is underwritten by Canada Life.

What Are the Coverage Options?

You may elect one of the following five options. The benefit you receive when totally disabled is not subject to income tax when you pay 100% of the premium.

OPTION 1 – 100 days / 70%

55% of monthly salary, up to a maximum monthly benefit of \$8,000. Benefits begin upon approval and after a waiting period of 100 consecutive calendar days.

Coverage / benefit terminates at the earlier of your 65th birthday or the date you are eligible for a 70 per cent unreduced pension (after 35 years of qualifying service).

OPTION 2 – 150 days / 70%

55% of monthly salary, up to a maximum monthly benefit of \$8,000. Benefits begin upon approval and after a waiting period of 150 consecutive calendar days.

Coverage / Benefit terminates at the earlier of your 65th birthday or the date you are eligible for a 70 per cent unreduced pension (after 35 years of qualifying service).

OPTION 3 – 100 days / 85 factor

55% of monthly salary, up to a maximum monthly benefit of \$8,000. Benefits begin upon approval and after a waiting period of 100 consecutive calendar days.

Coverage / Benefit terminates at the earlier of your 65th birthday or the date you attain the 85 factor. No minimum pension amount or age has to be attained.

OPTION 4 – 150 days / 85 factor

55% of monthly salary, up to a maximum monthly benefit of \$8,000. Benefits begin upon approval and after a waiting period of 150 consecutive calendar days.

Coverage / Benefit terminates at the earlier of your 65th birthday or the date you attain the 85 factor. No minimum pension amount or age has to be attained.

OPTION 5 – 100 days / 70% / 3% COLA

55% of monthly salary, up to a maximum monthly benefit of \$8,000. Benefits begin upon approval and after a waiting period of 100 consecutive calendar days, PLUS provides COLA of 3%, after 12 months of paid benefits.

Coverage / benefit terminates at the earlier of your 65th birthday or the date you are eligible for a 70 per cent unreduced pension (after 35 years of qualifying service).

Note that it is your responsibility to advise the OPC when you have attained your 85 factor or become eligible for a 70 per cent unreduced pension as you will not be entitled to LTD benefits / coverage after that date. The OPC does not have access to pension information, therefore, your coverage will not be automatically terminated on your pension eligibility date; you must notify OPC Benefits in writing.

Your LTD benefit will be reduced by all other benefits that you receive because of your disability. This includes income from the Workplace Safety and Insurance Board, the Canada Pension Plan, other group insurance disability benefits, salary continuation income, pension income, and other government benefits.

What Is a Disability?

Disability means a restriction or lack of ability due to an illness or injury which prevents you from performing the essential duties of your own occupation during the waiting period and the 24 months immediately following the waiting period. After that, you will be considered totally disabled if you are unable to perform the duties of any occupation for which you are reasonably qualified or may reasonably become qualified by training, education, or experience.

When Do Benefits Begin?

Benefits begin upon approval and after you complete the waiting period or have used your sick leave / short term leave and disability plan credits (STLDP). If you elect options 1, 3 or 5, the waiting period is 100 consecutive calendar days. If you elect options 2 or 4, the waiting period is 150 consecutive calendar days.

When Do Benefits Terminate?

Options 1, 2 or 5: Benefits terminate at the earlier of, the date you are no longer totally disabled, age 65, the date you are eligible to receive a 70 per cent unreduced pension (after 35 years of qualifying service), or retirement.

Options 3 or 4: Benefits terminate at the earlier of, the date that you are no longer totally disabled, age 65, the date you are eligible to retire with the 85 factor **regardless of the actual amount of your pension, or your age, or retirement.** These options should only be selected if you plan to retire when you reach the 85 factor.

When Is My Coverage Effective?

If you are a newly appointed Administrator in a participating District School Board and had LTD coverage up to the date of your appointment, you have 60 calendar days from the date of your appointment to join the program without medical evidence of good health. Your coverage will be effective as of the date of your appointment.

If you currently have LTD coverage under a group policy, medical evidence of good health is not required to join the OPC Benefits plan. However, satisfactory proof of coverage will be required. Coverage will be effective once satisfactory proof is received and assessed.

If you did not have LTD coverage prior to being offered coverage under the OPC Benefits plan or if you are applying after 60 calendar days, you must complete the Evidence of Insurability, as well as the Group Benefit Application forms. Your coverage will be effective as of the date your application is approved by Canada Life.

What Other Benefits Does the LTD Plan Provide?

The OPC LTD plan is more than just income replacement. It also provides the following benefits:

→ **Accelerated Survivor Benefit**

Survivor Benefit will be paid early if claimant is terminally ill.

→ **Survivor Benefit**

Three months income benefit paid to named beneficiary.

→ **Basic Critical Illness**

One-time lump sum payment of \$2,500 for surviving one of the 22 covered conditions for a prescribed period of time.

→ **Teladoc Medical Experts**

Second opinion, medical supports, and mental health navigator

How Much is the Monthly Premium?

The monthly premium is based on your annual salary and the option you select. Refer to the enclosed Rate Schedule for how to calculate your monthly cost. Rates include the applicable sales tax.

Term Life Insurance (Member, Spouse, Dependent Children)

The term life insurance coverage offered by the OPC Benefits plan and underwritten by Canada Life, allows you to purchase the amount of coverage you require at a competitive cost.

Why Do You Need Optional Term Life Insurance?

The guideline for life insurance is that you should have a minimum of five times your annual salary in insurance coverage to maintain your family's lifestyle. You may already have coverage through ONE-T, and/or through mortgage and loan insurance. The life insurance plan offered by the OPC, gives you the option to increase your overall life insurance protection.

Built in Flexibility

- Insurance is available for you, your spouse, and your children
- You determine the amount of insurance to fit your needs
- You select the beneficiary of your choice. You are automatically the beneficiary for your spouse and child life insurance.

You and/or your spouse may choose \$200,000, \$150,000, \$100,000, \$50,000 or \$25,000 of coverage. If you elect to be covered for optional life, you are eligible to select coverage of \$20,000, \$15,000, \$10,000 or \$5,000 for your dependent children.

For amounts up to \$100,000, medical evidence of good health is not required provided you apply for coverage within 60 calendar days of your appointment to Administrator. If your District School Board participates in the OPC Benefits plan, and you are a newly appointed principal/vice-principal, you have 60 calendar days from your date of appointment to join the plan without the need to provide medical evidence of good health. Applications made after 60 calendar days of your date of appointment, and any subsequent increases in the amount of insurance coverage, will require medical evidence of good health. Please contact the OPC at 416-322-6600, 1-800-701-2362 or opcbenefits@principals.ca for more information.

Dependent children from the age of 24 hours are covered up to age 21 (up to age 25 if a full-time student). Children can be covered on a permanent basis, if they are incapacitated for a continuous period before age 21 or while a full-time student and before age 25, subject to the Member's eligibility for coverage and the Group Benefit plan termination provisions. **For this purpose, you must request and complete an application for over-age dependent form, at least within six months before age 21/25 (as applicable).**

Life insurance will be paid on death from any cause to the named beneficiary(ies). However, if death occurs due to suicide, the amount of the insurance payable, will be limited to the amount which has been in effect for one or more years. If you become totally disabled while insured for this benefit and prior to age 65, Canada Life will waive the premiums to continue the coverage for yourself and members of your family as insured.

Insurance ceases when you reach age 70 or are no longer eligible for coverage. Insurance for your spouse ceases on the earlier of, the date you are no longer an OPC Member, or the date your spouse reaches age 70. Insurance on your dependent children ceases on the earlier of the date you reach age 70, the child is no longer eligible for coverage, or you are no longer eligible for coverage.

Monthly Premium – You, Your Spouse and Your Dependent Children

The monthly cost, based on 12 payments per year, is calculated on your actual age and/or your spouse's age, and whether either of you smoke. Please refer to the enclosed Rate Schedule to determine your monthly cost for coverage for your dependent children, your spouse and yourself. Rates include the applicable sales tax.

Term Accidental Death and Dismemberment (AD&D) Coverage

Did you know that accidents are the third leading cause of death each year and are major killers of adults in their prime?

If you survive a serious accident, you could be faced with great and immediate financial hardship, because of loss of limbs, eyesight, speech or hearing.

Unfortunately, no one has control over the possibility that an accident can happen. However, you do have a measure of control over your financial situation in such an event.

The OPC AD&D plan, insured by Canada Life, provides you with one more way to safeguard your family's future.

The principal sum is paid in the event of accidental death, and a percentage of the principal sum is paid in the event of dismemberment or loss of use of a limb, sight or hearing (see chart). Additional benefits are provided, such as rehabilitation allowances, training allowances and payment of day care expenses, incurred as a result of a covered accident.

You may choose between Member only coverage and family coverage. Family coverage automatically provides the following coverage for family Members:

Type of Loss	% of Principal Sum
Loss of Life	100%
Loss of or Loss of Use of Both Hands Or Both Feet	100%
Loss of or Loss of Use of Both Arms	100%
Loss of Sight of Both Eyes	100%
Loss of One Hand and One Foot	100%
Loss of One Hand and Sight of One Eye	100%
Loss of One Foot and Sight of One Eye	100%
Loss of Hearing in Both Ears and Speech	100%
Loss of or Loss of Use of One Arm Or One Leg	75%
Loss of or Loss of Use of One Hand Or One Foot	66 2/3%
Loss of Sight of One Eye	66 2/3%
Loss of Speech or Hearing in Both Ears	66 2/3%
Loss of Thumb and Index Finger or at Least Four Fingers of One Hand	33 1/3%
Loss of All Toes of One Foot	25%
Loss of Hearing in One Ear	25%
Hemiplegia, Paraplegia or Quadriplegia	200%

Spouse (no children):

The spouse is covered for 60% of the principal sum elected by the Member.

Spouse (and at least one child):

The spouse is covered for 50% of the principal sum elected by the Member and each dependent child is covered for 15% of the principal sum elected by the Member.

Children Only (no spouse):

Each child is covered for 20% of the principal sum elected by the Member.

Additional Information

If you have any questions, please call the OPC at 416-322-6600 or 1-800-701-2362, or email opcbenefits@principals.ca.

This brochure provides an overview of the coverage available and is not a valid contract. If there are any discrepancies between this brochure and the Master Policy, the provisions of the Master Policy shall govern.