

CUPE EDUCATION WORKERS' BENEFITS TRUST



ONE PLAN
UNITED TO THE CORE

Thinking about retiring?

Key questions and answers to help you make benefits decisions

As we move toward our February 1, 2018 launch date, we'll be providing regular updates over the coming weeks and months to keep you in the loop and ensure you understand what's changing. This update outlines some important questions and answers for those who are considering retiring soon.

Q: I'm thinking about retiring in December 2017 or January 2018. What will happen with my benefits?

A: If you retire before February 1, 2018 and opt for retiree benefits as per your Collective Agreement, you will be covered under the Board retiree plan until our February 1, 2018 transition date. Please check with your Board to confirm if a retiree benefits plan is offered.

Those who are covered under a Board retiree benefits plan as of January 31, 2018 will have an opportunity to enrol in the CUPE EWBT benefits plan for retirees. You'll receive more information on key dates and how to enrol in the coming weeks. **Important: if you don't enrol during the scheduled enrolment period, you won't have retiree benefits coverage under the CUPE EWBT.**

Once you've enrolled in the CUPE EWBT plan, you'll receive your retiree benefits under that plan starting February 1, 2018.

If you retire after February 1, 2018, you won't be eligible for benefits coverage under the CUPE EWBT. See page 2 for some coverage alternatives.

Q: What retiree benefits are available in the CUPE EWBT, and what are the costs?

A: The CUPE EWBT will provide life insurance, prescription drug coverage, dental benefits, semi-private hospital, vision care, travel medical and paramedical services to eligible retirees. We're still confirming the details and there may be some differences - but you can expect the overall

ASK US: What does "waiver of premium" mean, and why is it important?

If you're on LTD or WSIB leave, you should contact your Board to apply for waiver of premium (if you haven't already). This will allow you to lock in your life insurance with the Board's current insurer so you won't have to pay the life insurance premium while you are disabled.

benefits offering in the CUPE EWBT retiree plan to be comparable to your current retiree plan. We will share more information as soon as we've finalized the retiree plan design.

Q: If I retire before February 1, 2018 and opt out of my Board's retiree benefits plan, can I still enrol in the CUPE EWBT retiree benefits plan?

A: You must be a member of an existing Board retiree plan to be covered. ***In other words, if you're not a member of a Board retiree benefits plan on January 31, 2018, you won't be eligible to enrol in the CUPE EWBT benefits plan for retirees.***

Q: Will the maximums in my current plan carry over to the new plan?

A: Our plan providers (OTIP and Great-West Life) will carry over *lifetime maximums* - for example, orthodontics - to the new plan, based on available data. Other plan maximums (e.g., yearly limits on paramedical services) will not be carried over.

Starting on February 1, 2018, the new plan maximums will apply.

Q: What should I do with my benefits claims?

A: ***You should continue to submit claims to your current Board benefits plan for any services incurred up to and including January 31, 2018.*** Insurers will usually allow you to submit these claims up to 90 days after the transition date, but please confirm the specific timeline with your current insurer.

Once you've enrolled in the CUPE EWBT benefits plan, you can submit claims to your new plan starting February 1, 2018. Remember: this is *your* benefits plan. Use it for the benefits you need, but use it responsibly.

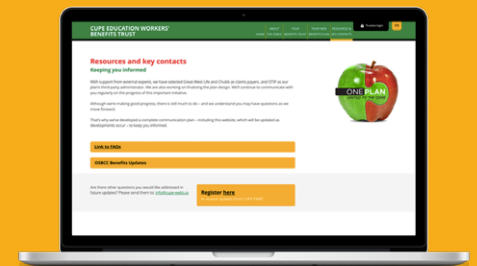
Q: Do I have options for retiree benefits coverage other than the CUPE EWBT?

A: If you don't want to join the CUPE EWBT, you can get benefits coverage elsewhere - for example, the Retired Teachers Insurance Plan (RTIP), PlanDirect, Municipal Retirees Organization Ontario (MROO) and others. Contact your Board to better understand your options.

Q: Where can I get more information?

A: Register to get the latest updates on the CUPE EWBT website - **www.cupe-ewbt.ca** - and visit the site regularly for more information. If you have questions specific to your situation, please email **info@cupe-ewbt.ca**.

Remember, you should still make and submit claims to your current Board benefits plan for expenses incurred up to January 31, 2018.



www.cupe-ewbt.ca