

## COLLEGE BENEFITS ACADEMIC BENEFIT PREMIUMS

### MANDATORY BENEFITS

Basic Life Insurance:	
Coverage	\$25,000
College Contribution	100%
Monthly Rate	\$6.48
Enrolment Waiting Period	One month

Accidental Death & Dismemberment:	
Coverage	\$25,000
College Contribution	100%
Monthly Rate	\$0.54
Enrolment Waiting Period	One month

*EXAMPLE:* If an employee dies of natural causes, beneficiary would receive \$25,000 under Basic Life coverage. If he/she dies as a result of an accident, the beneficiary would receive an additional \$25,000 under Accidental Death & Dismemberment coverage. **Please note that once an employee turns 65 years of age, Life Insurance is available in the amount of \$10,000 and ceases at age 75 years.**

<i>Disability Income Replacement</i>	
Short Term Disability:	
Coverage	20 days at full pay, during a plan year (September 1 – August 31). Remainder of 6 months at 75% of salary. Unused days can be carried forward to the next year.
College Contribution	100%
Enrolment Waiting Period	None – coverage commences first day of employment

Long Term Disability:	
	If approved, coverage commences after six months of illness or after sick leave credits have expired, whichever is greater. A claim must be filed with and approved by Sun Life to collect benefits.
Coverage	60% of salary, reduced by other disability income such as C.P.P. or private disability plan.
Employee Contribution	100%
Monthly Rate	Based on 60% of salary at a rate of \$2.14 per \$100 of benefit.
Duration	If eligible, until age 65, death or recovery.
Enrolment Waiting Period	Upon the completion of 2 months of full-time employment.
Terminates	Midnight of the last day of the month in which employment terminates or when the employee attains age 64 years and six months of age.
Note:	Insurable earnings under the LTD plan are the “base salary” and “annual base salary” as determined in accordance with Article 35.01A.

<b>Extended Health:</b>	
	Provides semi-private accommodation in hospital, prescription drug coverage and some other medical supply and paramedical expenses not covered by OHIP (\$1500.00 per person/per year).
Coverage	100% of semi-private expenses incurred in Canada; 85% outside of Canada (based on OHIP rates) 85% of drug and other medical expenses
College Contribution	100%
Monthly Rate	\$88.70 - Single \$202.88 - Family
Enrolment Waiting Period	One month

**NOTE-If you are leaving the country, we strongly recommend you purchase additional "out of country" insurance.**

<b>Vision Care:</b>	
Coverage	\$400.00 in a defined 2 year period (current period is Sept. 1/14 – Aug. 31/16). This amount is available every year for dependents under the age of 18. Includes refractive surgery.
College Contribution	75%
Employee Contribution	25%
Monthly Rate	\$10.20 – Single (Employee Portion: \$2.55) \$29.99 – Family (Employee Portion: \$7.49)
Enrolment Waiting Period	One month

<b>Hearing Care:</b>	
Coverage	\$3,000 every 3 years (current period is Sept 1/14 to Aug. 31/16).
College Contribution	75%
Employee Contribution	25%
Monthly Rate	\$0.86 - Single (Employee Portion - \$0.21) \$2.57 - Family (Employee Portion - \$0.64)
Enrolment Waiting Period	One month

<b>Dental Plan:</b>	
Coverage	Based on previous year's ODA schedule; 100% of covered diagnostic, preventative, restorative, endodontic, periodontal, surgical services – \$2,500 per year per person; 50% of crowns and bridges - \$2,500 per year per person, 50% of covered orthodontic services to lifetime maximum of \$2,500 per person
College Contribution	100%
Monthly Rate	\$55.28/month - Single \$154.56/month - Family
Enrolment Waiting Period	6 months

**Survivor Benefits:**

Premium free coverage will be available to the survivor(s) on Extended Health Care and Dental plan for a period of six (6) months after the death of the employee. The survivor may elect to continue benefits as long as they wish, unless they remarry, by paying 100% of the premiums. Applicable only if employee is covered under such benefits at the time of death. Any life insurance(s) expires on the date of the employee's death.

## OPTIONAL BENEFITS

Please note that Basic Life, Supplemental Life, Employee Pay-All Life and Dependent Life are available until age 65 years. Once an academic employee turns age 65 years, only Basic Life is available in the amount of \$10,000, and ceases at age 75 years.

Supplementary Life Insurance:	
Coverage	Available to employees in units of \$10,000 to a maximum of \$60,000
College Contribution	50%
Employee Contribution	50%
Monthly Rate	\$1.19/\$10,000 (Employee Portion: \$0.59/\$10,000)
Enrolment Waiting Period	One month

Employee Pay-All Life Insurance:	
Coverage	Available in units of \$10,000 to a maximum of \$300,000
Employee Contribution	100%
Monthly Rate	\$2.05/\$10,000
Enrolment Waiting Period	One month

Dependent Life Insurance:	
Coverage	\$5,000 – spouse \$2,000 - each child
Employee Contribution	100%
Monthly Rate	\$1.31/family
Enrolment Waiting Period	One month

Critical Illness Insurance:	
	This plan pays you a lump sum benefit upon the diagnosis of one of 25 covered critical illnesses. There are no restrictions on how you can use the money.
Coverage	between \$25,000 and \$200,000
Employee Contribution	100%
Monthly Rate	See brochure- based on gender, age, smoker/non-smoker
Enrolment Waiting Period	One month
Duration	Coverage ceases at age 65

## OTHER

Vacation Entitlement:	
<p>An academic employee, upon completing one full academic year's service with the College, is entitled to a vacation of 43 days as scheduled by the College. A faculty member assigned to teach an eleventh month is entitled to vacation of one month, scheduled by the College.</p> <p>A bonus of 10% of the employee's annual salary is paid on completion of the eleventh month assignment. A pro-rated amount of the 10% bonus will be paid if only part of the eleventh month is assigned. A faculty member will not be required to teach more than twelve consecutive months without a scheduled vacation of at least one month.</p>	

### Sick Leave Credits:

As a result of any absences due to illness or injury, an employee will receive 100 per cent of regular pay for 20 working days (or prorated amount if less than one year's service) in a benefit year (September 1 to August 31). Days not utilized in any year will be considered to be credits and will be carried forward to the next year. During any absences due to illness or injury in excess of the accumulated days referred to above, employees will be paid 75 per cent of regular pay for up to six months, at which time Long Term Disability commences (providing employee's claim is approved by Sun Life).

### Contact Info:

Human Resources:	Melissa Folkard <a href="mailto:mfolkard@conestogac.on.ca">mfolkard@conestogac.on.ca</a> ext 3335	Jennifer Lowes <a href="mailto:jlowes@conestogac.on.ca">jlowes@conestogac.on.ca</a> ext 3737
Sun Life:	1-800-361-6212 Sun Life Assurance Company of Canada P.O. Box 2010 STN Waterloo Waterloo, Ontario N2J 0A6  When contacting Sun Life, have the following information ready: Policy #: 50832 Certificate #: 14 + Employee Number	

For further details on your benefits, refer to your handbook which can also be found online:

[www.thecouncil.on.ca](http://www.thecouncil.on.ca)

### CAAT PENSION PLAN

The CAAT Pension Plan Member Handbook is available on-line:

[www.caatpension.on.ca/en/members/member-handbook](http://www.caatpension.on.ca/en/members/member-handbook)

YMPE – Year's Maximum Pensionable Earnings – the maximum amount of earnings on which an individual is required to contribute to Canada Pension Plan (CPP). CAAT Plan contributions are lower on earnings that fall below the YMPE; that is, the earnings on which you contribute to CPP. The YMPE increases each year. The 2015 YMPE is \$53,600.

The benefit formula used to calculate the annual Lifetime CAAT Pension at Normal Retirement Date

1.3% X Highest Average Earnings X Pensionable Service up to the Average YMPE  
PLUS  
2.0% X Highest Average Earnings X Pensionable Service in excess of the Average YMPE

## CAAT PENSION PLAN

The annual Bridge Benefit formula is as follows. The Bridge Benefit is payable up to age 65.

0.7% X Highest Average Earnings X Pensionable Service up to the Average YMPE

The 2015 contribution rates for the CAAT Pension Plan are as follows. Employee contributions reduce taxable income. The College contributes an equal amount on behalf of the employee.

11.2% of pensionable earnings up to the YMPE  
PLUS  
14.8% of earnings in excess of the YMPE