

Benefits Options at Retirement

This information outlines the insured benefit conversion privileges, and other privileges you may receive as a retiree. Some insurance conversion privileges are available only because of your prior membership in one of the University's insured benefits programs.

Membership in the retiree's health plan is only possible by virtue of your prior membership in the University of King's College group plan. Medavie Blue Cross would not underwrite retirees as a group without the affiliation to the University's plan. Your group life coverage can be converted to an individual policy without the usual requirement to provide evidence of health.

INTRODUCTION

This information sheet has been prepared to give you an informal summary of the insured conversion benefit options upon retirement.

All rights under this program are governed by the provisions of the master policy for each benefit respectively and by applicable laws.

CONVERSION OPTIONS

1. Basic Group Life Insurance

During the first 31 days following your termination you may convert the amount of your basic and optional group life insurance and the commuted value of your survivor income benefit, subject to a combined maximum amount of \$200,000, to an individual policy with Manulife Financial (University of King's College's insurer) without submitting evidence of health. Provided you are under the age of 66, you may convert your group coverage to one of the following individual policies: a) whole life, b) level term life to age 65, or c) one-year non-renewable convertible term insurance.

The premium rate you will be required to pay will be determined based on your age at the time of conversion. The Group Life Insurance – Application for Conversion form should be completed and forwarded to the University of King's College Payroll Officer to confirm prior employment and coverage status. The Human Resources Officer will return the form to you, and you are then responsible for remitting the application form and premium to the insurance company within the 31 day deadline.

2. Survivor Income Benefit

Coverage ceases at retirement or age 65, whichever is earlier. Conversion privileges are not available.

3. Basic Group Accidental Death & Dismemberment Insurance

Coverage ceases at retirement. Conversion privileges are not available.

4. Long Term Disability Insurance

Coverage ceases at retirement or age 65, whichever is earlier. Conversion privileges are not available.

5. BlueCross Medical Insurance

Since this Plan does not provide drug coverage after normal retirement date or exact age 65 for early retirees, we strongly recommend that all members and their spouses enroll in the Nova Scotia Seniors Pharmacare Program when eligible (age 65).

To obtain conversion privileges the retiree must have participated in the BlueCross Medical plan at

King's for at least five years, be within ten years of normal retirement and have at least ten years of King's service. Please advise the Human Resources Officer if you wish to continue coverage. Benefits under the BlueCross Medical plan for Retirees include:

1. Hospital care in a semi-private room (100% coverage);
2. Extended Health Benefits, including hospital private room, physiotherapy, etc. (80% coverage);

If the member has a spouse who is younger than age 65, then coverage will remain under the Active BlueCross Medical Insurance plan until the spouse reaches age 65. During that time ONLY the younger spouse has the following additional coverage's until age 65:

Prescription Drug Benefit - insurer pays for the cost of the drug and employee pays a co-pay equivalent to the dispensing fee of the pharmacy for Tier I. For Tier II drugs the employee pays a co-pay of 40% for each eligible prescription.

Once the younger spouse reaches age 65 both member and spouse will be transferred to the Retiree Medical plan where they will both receive coverage for items #1 and #2 above.

The retiree pays 100% of the premiums plan for the applicable coverage provided.

In the event of the retired employee's death, health benefits for a surviving spouse may continue if at the single premium rate.

6. Voluntary Dental Insurance

Coverage ceases at retirement or exact age 70 for retirees. There is no conversion option.

7. Optional Group Term Life Insurance

Coverage ceases at retirement or age 65, whichever is earlier. Conversion privileges are available as noted in item 1.

8. Voluntary Personal Accident Insurance

Coverage ceases at retirement. Conversion privileges are not available.