

Survivor Income Benefit

April 2018

Introduction

This information booklet has been prepared to give you an informal summary of the main features of your survivor income benefit.

This booklet is not an insurance policy and does not grant or confer any contractual rights. All rights under this program shall be governed by the provisions of the master policy and by applicable law.

Eligibility

All regular full-time or part-time employees with dependants who work at least the required number of hours, are eligible for survivor income benefit.

Plan Coverage

In the event of your death while insured, a monthly benefit will be paid to your surviving dependants.

Survivor Benefit

All employees under age 65, with dependants. Dependants are eligible for a monthly benefit equal to the following:

- Spouse: 25%* of the employee's gross monthly earnings, subject to a maximum benefit of \$1,389
- Children: 5% of the employee's gross monthly earnings, subject to a maximum monthly benefit of \$278 per child and limited to the employee's three youngest children
- Each Orphan: 10% of the employee's gross monthly earnings, subject to a maximum monthly benefit of \$556 per child and limited to the employee's three youngest children

* Spouse's benefit will be reduced by any benefit received, or entitled to receive from the Canada or Quebec Pension plans.

Maximum Family Benefit: 40% of the employee's gross monthly earnings

Maximum Benefit Period:

Spouse benefits: To spouse's age 65

Children benefits: To the end of the period in which the child qualifies as a dependant

Definition of Dependants

Spouse: Your legal spouse, or the person who has been continuously living with you in a common law relationship for at least 12 consecutive months on the date of your death

Children: Your natural or adopted child, stepchild, foster child and any natural child of an unmarried female minor or other child for whom you stand “in loco parentis” on the date of your death, who:

- Is unmarried
- Is solely dependant upon you for support
- Is either under 21 years of age, or, if a full-time student at an accredited school, college or university, under 25 years of age.

A student whose normal residence is in Canada will also be considered a dependant when attending school outside of Canada.

A child insured under this policy, who is incapacitated due to mental or physical disability on the date they reach the age when they would otherwise cease to be an eligible dependant, will continue to be an eligible dependant under this policy, up to age 25.

A child is considered incapacitated if they are incapable of engaging in any substantially gainful activity and is dependant on you for support, maintenance and care, due to mental or physical ability.

Termination of Benefit

On the July 1st of the year following the employee’s attainment of age 65

Waiver of Premium for Disabled Employees

If you become totally disabled while insured and prior to age 65, your survivor income benefit will continue without payment of premium.

Conversion Privileges

If your survivor income under this policy terminates before your 65th birthday, you will be eligible to continue all or part of the insurance by converting to an individual policy as outlined under the life insurance benefit.