

GROUP BENEFIT PLAN

Rocky View Schools
Employee Benefit Plan



Retiree Benefits – Age 55 to 65

What you need to know about continuing
your benefits following early retirement
if you are between age 55 and 65

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See the employee benefit plan booklet online at <http://www.rockyview.ab.ca/> under HR/Benefits for further details.

This brochure is designed to help you understand your coverage if you are a retiree age 55 to 65. If you need more information on your benefits, review your employee benefit booklet; contact the Rocky View Schools Benefits Department.

If you're planning to retire early, you may have lots of questions including, "What should I do about my benefits coverage?"

If you retire between age 55 and 65, and pass the below eligibility conditions, you have the option to continue to enjoy coverage under the Retiree Life, Supplementary Health Care, Dental Care, and the Accidental Death and Dismemberment Plans.

Who is eligible?

You must be:

- at least age 55 years of age; and,
- have a minimum of 10 years of cumulative School Board service in Alberta.

Eligible dependents requirements:

- Legal spouse or your common-law spouse with whom you have been living in a conjugal relationship for at least one year, or your former spouse or former common-law spouse for whom continued coverage is mandated by court order (only one spouse may be covered at any time)
- Your unmarried child who is:
 - Under the age of 21 and not working more than 30 hours per week
 - Under the age of 25 and in full time attendance at a recognized education institute
- Any age and physically or mentally incapable of self-support and who was an eligible dependent at the onset of the handicap, and the handicap has been continuous since that time.

What is the coverage provided?

Life Insurance

You will continue to receive Life Insurance coverage equal to \$25,000.

Accidental Death and Dismemberment (AD&D)

You will continue to receive Accidental Death and Dismemberment (AD&D) coverage equal to \$25,000.

Supplementary Health Care (SHC)

Your coverage is as follows:

- a **\$5.00 deductible** applies to each prescription drug you purchase;
- **80%** of the cost of drugs covered under the Alberta Health and Wellness Drug Benefit List for Alberta senior citizens in effect on the date of purchase (including diabetic supplies, injectable drugs administered by a physician, smoking cessation drugs* (maximum \$1,500 per lifetime), weight control drugs* (maximum \$2,000 per lifetime and then falls to 50% tier), and most cancer treatment products).
*Note: Must have a valid DIN and must be prescribed by a physician and dispensed by a pharmacy.
- **50%** of many drugs that, although prescribed, are *not* covered by the Alberta Provincial Drug Plan.

This coverage is the same as for active employees except for the addition of the \$5.00 deductible, the reduction to 80% of the drug reimbursement and removal of fertility drugs.

Out of Country Coverage

As part of your Group Insurance program, Out-of-Country coverage provides benefits during a medical emergency while you or your dependents are temporarily outside Canada for business, education or vacation.

For further information about the Plan's benefits, please refer to the benefit booklet found on the Manulife Plan Member website.

Dental Care

Your coverage is as follows:

- **100%** of the cost of Basic services, and
- **50%** of the cost of Major services to a combined maximum of \$2,500 per year, and
- **50%** of the cost of Dentures and Bridgework to a maximum of \$2,000 every 5 years

This coverage is the same as for active employees except orthodontic services are excluded.

Refer to the "Dental Care Benefits" section in the Early Retiree Benefit Booklet for further information about the Plan's benefits.

When and how do I apply?

You must apply for coverage prior to your retirement. A "Request for Optional Early Retiree Benefits" can be found on the Rocky View website under HR/Benefits – Benefits – Form PR026. You must complete the form and send it back to the Benefits Department 30 days prior to your retirement date otherwise your benefits will be terminated.

How long do I have coverage for?

Health Care and Dental Care coverage continues until the end of the month in which you turn 65 years of age.

How much will it cost?

You pay 100% of the premium cost.

You will be invoiced by Rocky View once a year for the entire benefit year (or until the end of the month you turn 65) at the start of every benefit year automatically. If joining the Retiree Benefits during the Benefit Year, you will be invoiced for the months remaining in the benefit year from the date you joined.

**As a condition of purchasing Retiree Benefits, you are required to fill out a PADs (Pre-Authorized Debit) form and monthly premium payments will be withdrawn from the account provided on the PADs form

**If you wish to cancel your Retiree Benefits Coverage at any point, you are required to notify the Benefits department 30 days before the date you wish your coverage to be terminated. If no termination notice is given, you will be held responsible for all premium costs until notice is received.

NOTE: The Retiree benefits under this plan are an optional package. If you elect to participate in the plan, you must take coverage for all the retiree benefits. If you have coverage under a spouse's plan for Health or Dental coverage, you may waive coverage under those benefits only. Addition of

Supplementary Health and Dental Care coverage previously waived is subject to the same rules as outlined under ELIGIBILITY CONDITIONS for Supplementary Health and Dental Care coverage.

Need more information?

Refer to your Early Retiree Benefit Booklet provided online for a more complete description of your benefits.

You may also contact the Rocky View Schools Benefits Department at (403) 945-4048 or benefits@rockyview.ab.ca