



Your **Benefits** and **Pension** at-a-glance

In recognition of the diversity of our faculty and staff, the

Benefits and Pension Plans provided by the University of Ontario Institute of Technology (UOIT) offer a level of flexibility that takes into account the unique needs of each individual.

In addition to providing enhanced flexibility, the plans are regularly monitored to ensure they remain competitive in the external market and continue to contribute to the attraction and retention of talent at the University.

This document provides you with an “at-a-glance” summary of the Benefits and Pension Plans provided to eligible faculty members and administrative staff (eligibility begins on your date of hire). For more details about the plans, visit the benefits handbook at www.uoit.ca or contact Human Resources.

Your Benefits Plan

The UOIT Benefits Plan is designed to provide you with comprehensive coverage and a level of flexibility that recognizes your unique needs. The Benefits Plan features medical, dental, disability and insurance coverage along with a Health Care Expense Account that provides you with the flexibility to pay for eligible health care expenses tax effectively.

Your Medical Plan

The following table provides a summary of the medical coverage provided for you and your family through the UOIT Benefits Plan. The medical benefit has been designed to work in conjunction with the Health Care Expense Account (described below).

BENEFIT	COVERAGE
Hospital	<ul style="list-style-type: none">• 100% coverage of the cost of a semi-private room• \$175 daily maximum
Prescription Drugs (includes drug card)	<ul style="list-style-type: none">• 90% coverage for drugs on formulary• 80% coverage for other drugs requiring a prescription• \$8 dispensing fee cap
Vision	<ul style="list-style-type: none">• 100% coverage; \$150 every 2 years
Hearing Aids	<ul style="list-style-type: none">• 100% coverage; \$300 every 2 years
Paramedical Practitioners (includes: chiropractor, massage therapist, naturopath, osteopath, podiatrist, psychologist, physiotherapist, speech therapist)	<ul style="list-style-type: none">• 80% up to \$300 per year for each type of practitioner
Private Duty Nursing	<ul style="list-style-type: none">• 80% up to \$10,000 per year
Other Medical Services & Supplies	<ul style="list-style-type: none">• 80% coverage of reasonable and customary expenses
Out-of-Country Emergency	<ul style="list-style-type: none">• 100% coverage of reasonable and customary expenses

Your Dental Plan

The following table provides a summary of the dental coverage available for you and your family through the Benefits Plan. Like the medical benefit, dental coverage has been designed to work in conjunction with the Health Care Expense Account (described below).

BENEFIT	COVERAGE
Preventive and Basic (includes oral exams, x-rays, polishing, scaling, fillings, endodontics, periodontics)	<ul style="list-style-type: none">• 80% coverage
Major (includes crowns, bridges, dentures, inlays/onlays)	<ul style="list-style-type: none">• 50% coverage
Annual Maximum	<ul style="list-style-type: none">• \$1,200 for Preventive/Basic and Major combined
Children's Orthodontia	<ul style="list-style-type: none">• 50% coverage• \$1,500 lifetime maximum per child
Dental Fee Guide	<ul style="list-style-type: none">• Current
Recall Exams	<ul style="list-style-type: none">• Every 9 months

Your Health Care Expense Account

Each January 1st, the University will deposit \$900 in a Health Care Expense Account (HCEA) in your name. In addition, you have the flexibility to direct up to 2% of your pensionable earnings to the HCEA from the University's supplemental contribution to your Pension Plan. Through the HCEA, you can pay for eligible health care expenses not fully covered by the UOIT Benefits Plan.

What is the advantage of the HCEA?

The benefit of using the HCEA to pay for health care expenses is that, by doing so, you use before-tax contributions from the University, rather than your own after-tax income. The money the University deposits in your HCEA is not subject to federal or provincial taxes. The HCEA also provides reimbursement for a broader range of health care services.

Health Care Expense Account continues on next page

What kind of expenses are considered eligible?

Prescription sunglasses, laser eye surgery, orthodontia expenses above plan maximums, coinsurance amounts, and prescription drugs not covered under the plan are just a few examples of eligible HCEA expenses. A list of eligible HCEA expenses and a broader definition of eligible dependents as defined by the Canada Revenue Agency (CRA) are available from Human Resources.

The two-year rule...

The CRA gives you a tax break on this account, but it does set some rules: *you have two calendar years to use any money deposited in your HCEA or it is forfeited.*

Your Disability Benefits

If you are unable to work because of illness or injury, the University offers two plans that provide you with income protection — the short-term disability plan and the long-term disability plan.

SHORT-TERM DISABILITY (STD)

STD pays a percentage of your base salary due to illness or injury, for up to 52 weeks (100% of your base salary for the first 26 weeks, followed by 75% of base salary for up to an additional 26 weeks).

LONG-TERM DISABILITY

Once your 52 weeks of STD benefits have finished, you may qualify for LTD coverage that provides you with income protection for the duration of your disability. Since you pay for this coverage any benefits you receive from the plan are tax free. The formula below is designed to provide approximately 85% of your pre-disability **net income** (up to a maximum benefit of \$8,000/month).

66.67% of the first \$27,000
of your base salary

+

58% of the next \$36,000
of your base salary

+

46% of the balance
of your base salary

Your Life Insurance

The Benefits Plan offers several types of life insurance for yourself, your spouse and/or children. If you choose employee and/or spouse's optional life insurance coverage, you may be required (by the insurance carrier) to provide evidence of insurability.

EMPLOYEE BASIC LIFE INSURANCE

Through the basic life insurance benefit, you automatically receive coverage equivalent to:

- **one times your base salary**

This coverage is 100% paid for by UOIT. The maximum basic life insurance benefit is \$250,000.

EMPLOYEE OPTIONAL LIFE INSURANCE

In addition to the basic life insurance benefit provided by the University, you can purchase additional life insurance coverage for yourself that you pay for through payroll deductions. The optional coverage available is:

- **up to \$750,000 of employee optional life insurance coverage in units of \$10,000**

SPOUSE'S AND CHILDREN'S OPTIONAL LIFE INSURANCE

In addition to life insurance for yourself, you can purchase life insurance coverage for your spouse and dependent children. You would pay for the cost of this coverage through payroll deductions. The optional spouse's and children's coverage available is:

- **Up to \$500,000 of spouse's optional life insurance coverage in units of \$10,000**
- **Up to \$15,000 of children's optional life insurance coverage in units of \$5,000**

Your Accidental Death and Dismemberment Insurance

AD&D insurance provides coverage should you or a covered dependent die or become seriously injured as the result of an accident. Through the Benefits Plan, you have access to AD&D insurance for yourself, your spouse and/or dependent children.

EMPLOYEE BASIC AD&D INSURANCE

Through the basic AD&D insurance benefit, you automatically receive coverage equivalent to:

- **one times your base salary**

This coverage is 100% paid for by UOIT. The maximum basic AD&D insurance benefit is \$250,000.

EMPLOYEE OPTIONAL AD&D INSURANCE

In addition to the basic AD&D insurance benefit, you can purchase additional AD&D insurance coverage for yourself that you pay for through payroll deductions. The optional coverage available is:

- **up to \$250,000 of employee optional AD&D insurance coverage in units of \$10,000**

SPOUSE'S AND CHILDREN'S OPTIONAL AD&D INSURANCE

If you decide to purchase AD&D insurance coverage for your spouse and/or dependent children, you would pay for the cost of this coverage through payroll deductions. The optional spouse's and children's coverage available is:

- **Up to \$150,000 of spouse's optional AD&D insurance coverage in units of \$10,000**
- **Up to \$15,000 of children's optional AD&D insurance coverage in units of \$5,000**

Your Pension Plan

The UOIT Pension Plan is a defined contribution plan where you and the University work together to help build your retirement savings.

How the Pension Plan Works

Contributions by UOIT

Under the Pension Plan, there are two components to the University's contribution:

1. A basic contribution of 6% of your pensionable earnings, and
2. A supplemental contribution of 2% of your pensionable earnings.

Through the supplemental component of the University's contribution, each year you will have the flexibility to decide how to direct part or all of the University's 2% supplemental contribution (in 0.5% increments) to either the Pension Plan or to the Health Care Expense Account (described above). The University's contributions to the Pension Plan are immediately vested (i.e., you immediately own these contributions).

Under the *Income Tax Act*, there is a limit on combined employee and employer contributions to the Pension Plan. This limit will change annually and further information is available through Human Resources. Any University contributions in excess of this limit will be directed to an account held outside the Pension Plan, known as the Supplemental Retirement Arrangement.

Contributions by you

In addition to the University's contribution, each year you will be required to make a contribution of 3% of your pensionable earnings to the plan. You may also decide to make voluntary contributions to the plan of 1%, 2% or 3% of your pensionable earnings.

What are "pensionable earnings"?

Under the UOIT Pension Plan, pensionable earnings include base salary, stipends and variable pay paid by the University.

BASIC UOIT CONTRIBUTION		SUPPLEMENTAL UOIT CONTRIBUTION		REQUIRED FACULTY/STAFF CONTRIBUTION		VOLUNTARY FACULTY/STAFF CONTRIBUTION		TOTAL
6%	+	0% to 2% (as elected by you)	+	3%	+	0% to 3% (as elected by you)	=	9% to 14%

Investing Contributions to the Pension Plan

You decide how your contributions and the University's contributions are invested by selecting from the investment funds listed below. Sun Life Financial is the administrator of the Pension Plan and will register and track your investment choices.

- Sun Life Assurance 1,3,5 year Guaranteed Fund
- Sun Life Financial Money Market Segregated Fund
- BlackRock Universe Bond Index Segregated Fund
- Beutel Goodman Canadian Equity Segregated Fund
- Beutel Goodman Small Cap Segregated Fund
- BlackRock S&P/TSX Composite Index Segregated Fund
- Fidelity True North Segregated Fund
- BlackRock EAFE Equity Index Segregated Fund
- BlackRock U.S. Equity Index Segregated Fund
- McLean Budden American Equity Segregated Fund
- MFS Global Equity Segregated Fund
- Templeton International Stock Trust Segregated Fund
- Hexavest World Fund
- MFS Responsible Global Research Segregated Fund
- * **BlackRock LifePath Index Retirement Segregated Funds**

Receiving Your Pension

When you retire or leave UOIT, you will be able to transfer your account balance from the Pension Plan to a locked-in retirement account or use your balance to purchase an annuity. Any voluntary contributions you have made to the Pension Plan are not considered "locked-in" and can be withdrawn or transferred at that time to a non-locked-in investment vehicle.

