



CPCO Member Benefits Summary

- Long Term Disability Insurance
- Life Insurance
- Accidental Death and Dismemberment Insurance

Long Term Disability (Member)

The Long Term Disability (LTD) plan provided by the The Catholic Principals' Council of Ontario is underwritten by RBC Life Insurance Company (RBC Life). The Critical Illness component of your LTD plan is underwritten by Western Life Assurance Company.

Which Option Best Suits My Needs?

The benefit you collect when disabled is not subject to income tax as you pay 100% of the premium. All options provide a benefit of **55% of monthly salary, up to a maximum benefit of \$8,000**. You may elect one of the five following options:

LTD Option	Elimination Period	Coverage End Date	Cost Of Living Adjustment
1	100 Calendar Days	The earlier of age 65 or the date you become eligible for a 70% unreduced pension	None
2	150 Calendar Days	The earlier of age 65 or the date you become eligible for a 70% unreduced pension	None
3	100 Calendar Days	The earlier of age 65 or the date you attain the "85 factor" under your pension plan	None
4	150 Calendar Days	The earlier of age 65 or the date you attain the "85 factor" under your pension plan	None
5	100 Calendar Days	The earlier of age 65 or the date you become eligible for a 70% unreduced pension	3% after 24 months of paid benefit

Factors to be considered when choosing an option:

- **The elimination period:** the minimum period that you will need to wait from the date of a disability to the date the benefit commences. You have the option to continue to use your accumulated sick leave credit if you so wish.
- **The coverage end date:** a 70% unreduced pension equates to 35 years of pensionable service, while the 85 Factor equates to the sum of your age at retirement plus your years of service (e.g. age 55 plus 30 years of service). The duration of coverage is shorter under options 3 and 4, with the 85 Factor.
- **The cost of living adjustment (COLA):** The COLA provides annually a 3% increase to the LTD benefit after the first 24 months of paid benefit.

When Am I Eligible for Coverage and When Is It Effective?

Your date of eligibility is the later of:

- The date your local Principal/Vice-Principal group was initially offered to transfer coverage over to the CPCO Benefits Program; or
- The date you are appointed as a new administrator.

You have 90 days from the date you become eligible to apply without a requirement for medical evidence. Your coverage will be effective retroactive to the date you became eligible for coverage. Should you choose to apply after the 90 day period from the date you become eligible you will be required to complete a Statement of Health and you will be subject to approval by RBC Life. If approved, your coverage becomes effective on the date of approval.

What Is The Definition Of Disability?

You will be considered disabled if, during the first 24 months of disability following the elimination period, you are unable to perform the material and substantial duties of your regular occupation, and you have a 20% or more loss in your indexed monthly earnings. After that, you will be considered disabled if you are unable to perform the duties of any gainful occupation for which you are reasonably fitted by education, training or experience.

When Do Benefits Begin?

Benefits begin upon approval and after you complete the elimination period. If you elect Option 1, 3 or 5, the elimination period is the later of 100 continuous calendar days and the expiration of the accumulated sick leave days you choose to use. If you elect Option 2 or 4, the elimination period is the later of 150 continuous calendar days and the expiration of the accumulated sick leave days you choose to use. When you elect your coverage Option you should take into account the number of sick days you have accumulated.

How Much Will The LTD Plan Pay?

The LTD plan will pay you a benefit based on 55% of your gross monthly salary to a maximum benefit of \$8,000 per month. For example:

(A) Gross Annual Salary	\$90,000	\$105,000
(B) Gross Monthly Salary (A ÷12)	\$7,500	\$8,750
(C) 55% of Gross Monthly Salary (B x 55%)	\$4,125	\$4,813

You may also be entitled to receive benefits due to your disability from other sources such as Workers' Compensation or the Canada Pension Plan. Your LTD benefit will be reduced by any amount received from these other sources. You may be entitled to other sources of income that do not reduce your LTD benefit, such as a Registered Retirement Savings Plan.

The LTD monthly benefit you are entitled to receive from all sources of income (All Source Maximum) is limited to 85% of your net (after Federal/Provincial taxes) pre-disability earnings.

When Do Benefits Terminate?

Options 1, 2 or 5: Benefits terminate at the earlier of the date you are no longer disabled, the date you turn age 65 or the date you are eligible to receive a 70% unreduced pension.

Options 3 or 4: Benefits terminate at the earlier of the date you are no longer disabled, the date you turn age 65 or the date you are eligible to retire under the "85 Factor" **regardless of the level of your pension entitlement** or your age. These options should only be chosen if you are planning to retire when you reach the "85 Factor".

What Other Coverage Does The LTD Plan Provide?

The CPCO LTD Plan is more than just an income replacement plan. It includes the following coverages:

- **BASIC CRITICAL ILLNESS:**
One time tax free lump sum benefit of \$2,500 upon surviving a prescribed period following the diagnosis of Heart Attack, Stroke, Cancer (some exclusions), or Kidney Failure.
- **BEST DOCTORS®:**
World leader in connecting people with the best medical care, providing rapid access to the best medical knowledge.
- **WORK-LIFE PROGRAM:**
Designed to help Members and their families manage workplace stress, personal and family issues. 24 hr access to professional advice, up to 3 personal sessions.
- **WORKPLACE MODIFICATION:**
Employer reimbursement of the greater of up to \$1,000, or the equivalent of two months of monthly benefit.
- **SPOUSAL DISABILITY BENEFIT:**
60 day elimination period, \$1,000 a month to a lifetime maximum of 24 months, six month pre-existing, no offsets, and disability based on two or more Activities of Daily Living (bathing, eating, dressing, toileting and transferring).
- **SURVIVOR BENEFIT:**
Three months gross disability payment (Dependent definition includes common-law/domestic partner).
- **ACCELERATED SURVIVOR BENEFIT:**
Survivor Benefit will be paid early if claimant terminally ill.

How Much Will It Cost?

The monthly premium is based on your annual salary and the option you select. Please refer to the Rate Schedule on page 5 on how to calculate your monthly cost. Rates include Ontario Retail Sales Tax.

Life Insurance (Member, Spouse, Dependent Children)

The Life Insurance benefit available under the CPCO Benefits Program and underwritten by RBC Life provides you with the opportunity to purchase the amount of coverage you require at a competitive price. You must be a member of a group that is participating in the CPCO LTD plan.

Why do You Need Optional Life Insurance?

A general guideline for Life Insurance is that you should have five times your annual salary in insurance coverage to maintain your family's lifestyle. Most of us fall far short of this level. You likely have some coverage already through other plans including individual plans. The Life Insurance plan available to you through your CPCO membership gives you the ability to increase your overall Life Insurance protection.

Built In Flexibility

- Insurance is available in any combination for you, your spouse and your children.
- You determine the amount of insurance to fit your needs.
- You select the beneficiary of your choice. You are automatically the beneficiary for your spouse's and children's insurance.
- The insurance can be maintained into retirement to age 65, as an associate member.

You and / or your spouse may choose \$25,000, \$50,000, \$100,000, \$150,000 or \$200,000 of coverage. If either you or your spouse has elected to be covered for optional life, you may select coverage of \$5,000, \$10,000, \$15,000 or \$20,000 for your dependent children.

For amounts up to \$100,000, no Medical questions are asked provided you and / or your spouse apply for coverage within 90 days of your local Principal / Vice Principal Group first being offered the Program. If your local Principal / Vice Principal Group is participating in the Program, and you are a newly appointed Principal / Vice-Principal, you and / or your spouse have 90 days from your date of appointment to join the Program for up to \$100,000 without medical evidence. Applications made after 90 days of first being offered this coverage, and any subsequent increases in the amount of insurance, will require evidence of good health.

Dependent children from the age of 24 hours are covered up to age 21 (or up to age 25 if a full-time student). Coverage for children can be continued beyond these limiting ages, if they are wholly dependent on you because of mental or physical infirmity.

The benefit will be paid upon death from any cause, unless death occurs during the first 2 years of coverage as the result of suicide, in which case no benefit will be paid. As a Member, if you become disabled and meet the Totally Disabled definition under the Life Insurance Waiver provision, premiums will be waived and insurance for all insured family members will continue without additional premium payments.

Insurance coverage ceases when you reach age 65, or are no longer eligible for coverage. Insurance coverage on your spouse ceases on the earlier of the date you are no longer eligible for coverage, or the date your spouse reaches age 65. Insurance coverage on your dependent children ceases on the earliest of the date you reach age 65, the child is no longer eligible for coverage, or you are no longer eligible for coverage. Before age 65, you may convert your life insurance, upon termination of life coverage under the CPCO plan, to an individual plan without evidence of insurability, provided you apply within 31 days of the termination of coverage.

Monthly Premium - You, Your Spouse, and Your Dependent Children

The monthly cost, based on 12 payments per year, is calculated on your actual age and / or your spouse's age, and whether either of you smoke. Please refer to the Rate Schedule on page 5 to determine your monthly cost for coverage for your spouse, your dependent children and yourself. Rates include Ontario Retail Sales Tax.

Accidental Death and Dismemberment (AD&D)

Accidents are the third leading cause of death each year and are the major killers of adults in their prime.

If you survive a serious accident, you could be faced with great and immediate financial hardship because of loss of limbs, eyesight, speech or hearing. Unfortunately, no one has control over the possibility that an accident can happen. However, you do have a measure of control over your financial situation in such an event.

The CPCO AD&D plan, insured by ACE INA Insurance, provides you with one more way to safeguard your family's future.

The principal sum is paid in the event of accidental death, and a percentage of the principal sum is paid in the event of dismemberment or loss of use of a limb, sight or hearing (see chart). Additional benefits are provided, such as:

- Cosmetic Disfigurement Benefit (Burns)
- Home Alteration and Vehicle Modification Benefit
- Identification Benefit
- Spousal Occupational Training Benefit
- Rehabilitation Benefit
- Family Transportation Benefit
- Seat Belt Benefit
- In-Hospital Indemnity Benefit

Type of Loss	% of Principal Sum
Life	100%
Brain Death	100%
Quadriplegia	200%
Paraplegia or Hemiplegia	200%
Loss of Use of Both Arms or Both Hands	200%
Loss of Use of Both Legs or Both Feet	200%
Loss of Both Hands or Both Feet	100%
Loss of Entire Sight in Both Eyes	100%
Loss of One Hand, and Entire Sight of One Eye	100%
Loss of One Foot, and Entire Sight of One Eye	100%
Loss of One Hand and One Foot	100%
Loss of Speech and Hearing	100%
Loss or Loss of Use of One Arm or One Leg	75%
Loss or Loss of Use of One Hand or One Foot	66%
Loss of Entire Sight of One Eye	66%
Loss of Speech or Hearing	66%
Loss of Thumb and Index Finger (same hand)	33%
Loss of Four Fingers of Same Hand	33%
Loss of Hearing in One Ear	25%
Loss of all Toes of Same Foot	12%

You may choose between member only coverage, and family coverage. Family coverage automatically provides the following coverage for family Members.

Spouse, No Children	Spouse And At Least One Child	Child(ren) Only
Your spouse is covered for 60% of the principal sum you elected	Your spouse is covered for 50% and each dependent child is covered for 15% of the principal sum you elected	Each child is covered for 20% of the principal sum you elected

Dependent children from the age of 24 hours are covered up to age 22 (up to age 24 if a full-time student). Coverage for children can be continued beyond these limiting ages if they are wholly dependent on you because of mental or physical infirmity.

Monthly Premium - You and Your Family

The monthly premium is based on 12 payments per year. You can select coverage from \$25,000 to \$200,000 in increments of \$25,000. Please refer to the Rate Schedule on page 5 to determine your monthly cost for the level of coverage you prefer. Rates include Ontario Retail Sales Tax.

Contact Information



Please contact the Program Administrator, Johnson Inc., if you have any questions on the CPCO Benefits Program.

1595 16th Avenue, Suite 700	Phone	905.764.4959
Richmond Hill, Ontario	Fax	905.764.4163
L4B 3S5	Toll Free	1.800.461.4155
	e-mail	cpc@johnson.ca

This brochure provides an overview of the coverage available and is not a valid contract. If there are any discrepancies between this brochure and the Master Policy, the provisions of the Master Policy shall govern.

Rate Schedule May 2010

Long Term Disability (Member)

Your annual cost is calculated by multiplying your salary by the rate for the option that you have selected. For example, using an annual salary of \$100,000 the following are the annual and monthly cost for each option:

LTD Option	Elimination Period	Coverage End Date – Earlier of Age 65 or:	Rate (% of Salary)	Annual Premium	Monthly Premium
1	100 days	70%	1.24%	\$ 1,240.00	\$103.33
2	150 days	70%	1.10%	\$ 1,110.00	\$ 91.67
3	100 days	85 Factor	1.09%	\$ 1,090.00	\$ 90.83
4	150 days	85 Factor	0.98%	\$ 980.00	\$ 81.67
5	100 days	70% / COLA	1.41%	\$ 1,410.00	\$117.50

Optional Life Insurance (Member, Spouse, Dependent Children)

The monthly cost of Optional Member/Spouse Life Insurance, based on 12 payments per year, is calculated on your actual age and/or your spouse's age, and whether either of you smoke. You can select coverage from **\$25,000 to \$200,000 as indicated below**. Please note that, as your age moves to the next age band, you will be charged the corresponding higher rate as of **May 1st**.

Age	Non-Smoker					Smoker				
	\$25,000	\$50,000	\$100,000	\$150,000	\$200,000	\$25,000	\$50,000	\$100,000	\$150,000	\$200,000
Under 30	\$1.48	\$2.95	\$5.91	\$8.86	\$11.82	\$2.34	\$4.68	\$9.36	\$14.05	\$18.73
30-34	\$1.37	\$2.74	\$5.48	\$8.21	\$10.95	\$2.84	\$5.69	\$11.37	\$17.06	\$22.74
35-39	\$1.94	\$3.88	\$7.77	\$11.65	\$15.53	\$3.92	\$7.85	\$15.69	\$23.54	\$31.38
40-44	\$3.24	\$6.47	\$12.95	\$19.42	\$25.90	\$6.19	\$12.38	\$24.75	\$37.13	\$49.51
45-49	\$5.54	\$11.08	\$22.15	\$33.23	\$44.30	\$9.97	\$19.94	\$39.87	\$59.81	\$79.75
50-54	\$9.61	\$19.21	\$38.43	\$57.64	\$76.85	\$15.69	\$31.38	\$62.76	\$94.14	\$125.52
55-59	\$15.44	\$30.88	\$61.75	\$92.63	\$123.51	\$23.64	\$47.28	\$94.56	\$141.85	\$189.13
60-64	\$24.90	\$49.80	\$99.60	\$149.40	\$199.20	\$37.20	\$74.40	\$148.80	\$223.20	\$297.60

The monthly cost for the Optional Dependent Life Insurance based on 12 payments per year covers all eligible children in your family. You can select coverage from **\$5,000 to \$20,000 in increments of \$5,000**:

Coverage	Monthly Cost	Coverage	Monthly Cost	Coverage	Monthly Cost	Coverage	Monthly Cost
\$ 5,000	\$ 0.24	\$ 10,000	\$ 0.46	\$ 15,000	\$ 0.65	\$20,000	\$ 0.82

Optional Accidental Death and Dismemberment (AD&D)

The monthly premium for the Optional Accidental Death and Dismemberment below is based on 12 payments per year. You can select coverage from **\$25,000 to \$200,000 in increments of \$25,000**:

Principal Sum	Member Coverage	Family Coverage	Principal Sum	Member Coverage	Family Coverage
\$ 25,000	\$ 0.53	\$ 0.85	\$ 125,000	\$ 2.65	\$ 4.27
\$ 50,000	\$ 1.06	\$ 1.71	\$ 150,000	\$ 3.18	\$ 5.12
\$ 75,000	\$ 1.59	\$ 2.56	\$ 175,000	\$ 3.70	\$ 5.97
\$ 100,000	\$ 2.12	\$ 3.41	\$ 200,000	\$ 4.23	\$ 6.83

All Rates shown above include Ontario Retail Sales Tax.