EMPLOYEE GROUP BENEFITS PROGRAM
AT A GLANCE

Life Insurance

Basic Life

- 1 X salary to age 68 (minimum coverage of $70,000)
- $7,000 from age 68 to age 72, at which point coverage ends

Optional Life - Employee Only

- optional units of $10,000 to maximum of $300,000 coverage to age 68, at which point coverage ends
- medical evidence of insurability required for applications made after 45-day period following employee’s appointment to Memorial

Optional Life - Spousal and Dependent Child

- optional units of $10,000 to maximum of $200,000 coverage
- optional coverage of a flat $10,000 per dependent child
- spousal coverage ends on earlier of employee’s or spouse’s age 68
- dependent child coverage ends on earlier of employee’s age 68 or child’s age 21 (25 if in school)

Dependent Life

- automatic with family health
- spouse $3,000
- each dependent child $2,000
- coverage ends at age 68 (for dependent child, at their age 21/25)

Accidental Death and Dismemberment (AD&D)

Basic AD&D

- $35,000 coverage to age 68 at which point coverage ends

Optional AD&D

- optional units of $10,000 to maximum of $300,000 coverage
- coverage equal to amount of Optional Life insurance
- coverage ends at age 68
Voluntary AD&D

• optional units of $10,000 to maximum of $300,000 coverage
• employee only or family plan available
• coverage ends at age 68

Health

• supplementary to provincial medical care program
• Healthwise managed drug formulary
• hospitalization benefits: semi-private
• vision care: maximum of $250 in 24 consecutive months
• extended health benefits:
  – 80% of eligible expenses – subject to per-visit maximums and / or calendar year maximums
  – Subject to $25 deductible per calendar year for employee or family
• Travel health insurance benefit
• Employee or family option available

Dental

• basic preventative maintenance plan
  – 80% of current Newfoundland Dental Society Fee Guide
• major restorative services
  – 70% of current Newfoundland Dental Society Fee Guide to a calendar year maximum of $1,200
• employee only or family option available

Long Term Disability

• benefit level: 72 2/3% of monthly earnings
• maximum monthly benefit: $8,500
• qualifying period to apply for benefits: 60 calendar days of continuous total disability
• coverage ends at age 65

For a more detailed description of group insurance benefits, please refer to the Group Benefits Guide for Employees.