BENEFITS AND PENSIONS
AT MEMORIAL UNIVERSITY

Glen Roberts, Manager, Benefits and Pensions
May 2022
We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi’kmaq, Innu, and Inuit of this province.
TOPICS OF DISCUSSION

Memorial University Pension Plan
• Background
• Pension Reform Process
• Benefit Provisions

Group Benefits Program
• Retiree Benefits

Successful Transition to Retirement
• June 7, 2022 at 10:00 am
• See www.mun.ca/hr: News – Supporting Our People Sessions
MEMORIAL UNIVERSITY PENSION PLAN

• Legislated defined-benefit plan governed by the Memorial University Pensions Act

• Further regulated by:
  ▪ Income Tax Act (Canada)
  ▪ Pension Benefits Act, 1997 (PBA – Newfoundland)

• Board of Regents is Trustee

• University Pensions Committee – advisory

• Plan administered by Department of Human Resources

• Membership
  ▪ 3,535 active plan members and 2,503 retirees and survivors
  ▪ monthly pensioner payroll $7.8 million
  ▪ bi-weekly employee contributions approx. $1.1 million

• Market value of assets $1.95 billion (May 2022)

• Unfunded Liability $159 million at March 31, 2021 (92% funded)
What’s Driving Pension Reform?

• Throughout the past decade pension plans, globally, have been struggling with funding
  • 2008-09 financial crisis
  • Lowered expected fund returns
  • Maturing pension plans (1.4 active employees for every retiree 10 years ago - 2.5 actives to 1 retiree)
  • We’re living longer

• Public sector pension reform in Atlantic Canada gained traction with the “New Brunswick” shared-risk model (2013-14)

• NL public sector is no different
PENSION REFORM AT MEMORIAL

• Pension Reform in the province began in 2012 with the Public Service and Teachers

• Joint sponsorship of those pension plans in 2014 and 2015
  • Employees and Government are now jointly responsible for these plans – this includes plan management and funding

• Government signalled desire to reform MUN pension plan in budget 2015/16

• Pension Committee studied and agreed in principle with the direction of joint sponsorship – Summer 2017

• Discussions with the unions occurred Dec 2017 – July 2018

• Reform Agreement submitted to gov’t for input August 2018

• Response received September 2019

• Updated proposal from unions May 2020 – awaiting gov’t response
PENSION REFORM AT MEMORIAL

Issue to be Addressed:

- Unfunded liability on conversion
- Sponsor body: Unions and University
- Trustee body: manage and administer the Plan and Invest the Fund
- How to treat accrued benefits? Pensioner benefits?
- Funding Policy going forward
  - reduce risk of future financial problems
  - set out when and how to deal with emerging deficits and surplus
    (benefit changes and/or changes to contributions????)
- Legislative changes required
PARTICIPATION

• Mandatory for full-time employees
• Mandatory for contractual employees
  ▪ Appointed for $\geq 6$ months and
  ▪ For at least 20 hours/week
• Eligible employers
  ▪ Memorial University
  ▪ Memorial University Recreation Complex (MURC)
  ▪ C-Core (grandfathered)
  ▪ Medical Practice Associates (grandfathered)
  ▪ MUNSU (grandfathered)
  ▪ Campus Childcare (grandfathered)
EMPLOYEE CONTRIBUTIONS

• 11.8% on earnings up to and including the Year’s Basic Exemption (YBE) under CPP
  ▪ $3,500 for 2022

• 10.0% on earnings between YBE and the Year’s Maximum Pensionable Earnings (YMPE) under CPP
  ▪ $3,501 to $64,900 for 2022

• 11.8% on earnings above the YMPE

Example

Salary of $70,000 
11.8% x 3,500 = 413
10.0% x 61,400 = 6,140
11.8% x 5,100 = 602
Total 7,155
UNIVERSITY CONTRIBUTIONS

- Same as employees, plus
- Annual special payments (against unfunded liability + solvency)

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount (million)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005/06</td>
<td>$6.745</td>
</tr>
<tr>
<td>2006/07</td>
<td>$6.859</td>
</tr>
<tr>
<td>2007/08</td>
<td>$6.745</td>
</tr>
<tr>
<td>2008/09</td>
<td>$4.334</td>
</tr>
<tr>
<td>2009/10</td>
<td>$4.854</td>
</tr>
<tr>
<td>2010/11</td>
<td>$17.748</td>
</tr>
<tr>
<td>2011/12</td>
<td>$18.980</td>
</tr>
<tr>
<td>2012/13</td>
<td>$19.734</td>
</tr>
<tr>
<td>2013/14</td>
<td>$20.253</td>
</tr>
<tr>
<td>2014/15</td>
<td>$20.253</td>
</tr>
<tr>
<td>2015/16</td>
<td>$4.354</td>
</tr>
</tbody>
</table>

Approx. $130.9 million + $3 to $4 million annually since 2015/16
VESTING AND LOCKING IN

Since 1997

• Vesting and locking in occur upon completion of 2 years of pensionable service
ELIGIBLE SERVICE

- Service while full-time permanent
- Contractual ≥ 6 months and 20+ hours/week
- Authorized leave without pay (max of 5 years + 3 for parenting)
- Purchase of extra pensionable years (rescinded 1989/12/31)
- Repurchase of prior pensionable service with Memorial (previously refunded)
- Purchase of prior eligible contractual service with Memorial
- Periods of Long Term Disability
- Transfer of prior service with any of the following Provincial plans:
  - Public Service Pension Plan
  - Teachers’ Pension Plan
  - Uniformed Services Pension Plan
  - MHA Pension Plan
ELIGIBLE SERVICE (CONT’D.)

• Repurchase of prior service with either of the following Provincial plans:
  ▪ Public Service Pension Plan
  ▪ Teachers’ Pension Plan

• Transfer of service under a reciprocal transfer agreement
  • Federal government
  • Public sector plans in Quebec

• Transfer of service from another employer’s registered pension plan
RETIREMENT OPTIONS

“Normal” Retirement

• Age 65
• Board of Regents approved the end of mandatory retirement in May 2007
• Pension must start by Dec. 31 in the year age 71 is reached

Early Retirement - Unreduced

• Age 60 with at least 2 years pensionable service
• Between ages 55 and 60 with 30 or more years pensionable service
RETIREMENT OPTIONS CONT’D

• **Early Retirement - Reduced**
  - Between ages 55 and 60 with less than 30 years pensionable service (but minimum of 2 years)
  - Early Retirement Reduction (lifetime)
    » 0.5% per month x # months between pension commencement and age 60

• **Advanced Retirement**
  - Between ages 50 and 55 with 30 or more years pensionable service
  - Early Retirement Reduction (lifetime)
    » 0.5% per month x # months between pension commencement and age 55
PENSION CALCULATION

Lifetime Pension

= 2%* x best 5-year average salary up to ave. YBE

+ 1.4%* x best 5-year average salary between ave. YBE and ave. YMPE

+ 2%* x best 5-year average salary above ave. YMPE

x pensionable service

* Reduction of service accrual rate to 1.2% for 1993/94 (unless purchased)

Bridge to Age 65

= 0.6% x best 5 year average salary between ave. YBE and ave. YMPE

x pensionable service

Pension subject to Canada Revenue Agency maximum (2022: $3,420 per year of service
Indexed from age 65 (60% of CPI to max. of 1.2% annually – 0.44% last year)
PENSION CALCULATION

Or more simply

\[
2\% \times \text{Best 5 year average pensionable salary} \times \text{Years of pensionable service}
\]

Inclusive of a bridge benefit payable to age 65

\[
0.6\% \times \text{Best 5 year average CPP contributory earnings} \times \text{Years of pensionable service}
\]
HOW IS THE AVERAGE SALARY CALCULATED?

• Best 5 year average pensionable salary – **not necessarily** last 5

• Pensionable salary = basic annual salary plus
  
  ▪ administrative stipends
  
  ▪ pensionable temporary assignment earnings
  
  ▪ market / supervisory differential

• Average is end date sensitive
  
  ▪ Example, consider a retirement on Aug. 31, 2022
  
  ▪ Salary rates for inclusion in average:  Aug. 31, 2022
    Aug. 31, 2021
    Aug. 31, 2020
    etc. (look back over entire career)

• Pick the highest 5
## SAMPLE CALCULATION #1

### Unreduced Pension

<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retirement date</td>
<td>December 31, 2022</td>
</tr>
<tr>
<td>Service</td>
<td>30 years</td>
</tr>
<tr>
<td>Age</td>
<td>55</td>
</tr>
<tr>
<td>Best 5-year avg. salary</td>
<td>$75,000</td>
</tr>
<tr>
<td>Average CPP Earnings</td>
<td>$56,200</td>
</tr>
</tbody>
</table>

Pension at age 55  
2% x $75,000 x 30 years  =  $45,000

Less Bridge at age 65  
0.6% x $56,200 x 30 years  =  (10,116)

Net annual lifetime pension at age 65  
$34,884
SAMPLE CALCULATION #2

Reduced Pension

Retirement date: December 31, 2022
Service: 28 years
Age: 58
Best 5-year avg. salary: $85,000
Average CPP Earnings: $56,200

Pension at age 58 $85,000 x 28 years = $47,600
Less early retirement reduction 0.5% x $47,600 x 24 months = (5,712)
(bridge & lifetime)
Less Bridge at age 65 0.6% x $56,200 x 28 years = 8,308

Net annual lifetime pension at age 65 $33,580

(*88% factor reflects that the bridge has been reduced by 12%)
CALCULATE YOUR OWN PENSION
CALCULATE YOUR OWN PENSION

Plan information
Displays your Pension Plan Summary.

Annual statement
Your annual pension statement gives you a summary of your personal situation in the Pension Plan on December 31 of each year.

Pension projection tool
Allows you to estimate your pension payable from the Memorial University Pension Plan at various retirement ages.
CALCULATE YOUR OWN PENSION

Pension Projection—Important notice

With the Pension Projection tool, you can make informed decisions about your pension participation. This easy-to-use, personalized tool estimates the pension payable from your employer’s plan. You will be able to perform as many projections as you want, using assumptions of your choice.

In certain cases, the Pension Projection tool may not provide you with a reasonable pension estimate as your personal situation may require special calculations.

Please select one of the two following choices:

- One or more of the following applies to your situation:
  - You are currently on disability leave or unpaid leave of absence.
  - You become disabled or take a leave of absence before retirement.
  - Your pensions or other retirement savings are subject to a settlement on marriage breakdown or end of spousal relationship now or in the future.
  - You are 71 or older.
  - You are now or will become employed outside of Canada.

- None of the above applies to your situation.

Next

Notes:
- The amounts calculated by the Pension Projection tool are only estimates. If the personal information in the plan administration database is incorrect, or if the assumptions used differ from the actual experience, the pension estimate provided could be different from what you will actually receive.
- If your situation is one that requires special calculations, the information shown in this tool may be incorrect.
- Every effort has been made to ensure that the information presented in this tool is accurate. If there are any discrepancies between the information found on the Web site and the official Plan documents, the latter will prevail at all times.
- If any of the information is incorrect or if you have any questions, please contact Memorial University Human Resources, Benefits and Pensions by email at pensions@mun.ca or by calling (709) 864-7406.
CALCULATE YOUR OWN PENSION

Review your personal information

Before going any further, check the following information, which is based on the personal information contained in the administration database.

<table>
<thead>
<tr>
<th>Personal information</th>
<th>Name</th>
<th>Date of birth</th>
<th>September 30, 1996</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employee number</td>
<td>920010217</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Pensionable salary as of January 1, 2017</td>
<td>$59,717</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Pensionable service* as of January 1, 2017</td>
<td>24.03 years</td>
<td></td>
</tr>
<tr>
<td>Spouse's date of birth</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spouse gender</td>
<td></td>
<td>Female</td>
<td></td>
</tr>
</tbody>
</table>

* For calculation purposes, it is assumed that you will remain in the plan until you retire.

If the information above is incorrect, contact Memorial University Human Resources, Benefits and Pensions by email at pensions@mun.ca or by calling (709) 864-2745.

Enter or validate some basic assumptions

The assumptions below will be used throughout this tool. Make sure you enter or validate the information below.

<table>
<thead>
<tr>
<th>Employment information</th>
<th>Expected annual salary increase</th>
<th>0 %</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Future percentage worked</td>
<td>100 % of a full-time job from now</td>
</tr>
</tbody>
</table>

You can use this section to change the ages or dates used for projection and request new calculations. Click Calculate once you have selected the retirement ages or dates for which you want a projection.

Note: Projections are done on the first of the month.

You may retire on your ...

| Earliest reduced retirement date | October 1, 2021 |
| Earliest unreduced retirement date | December 21, 2022 |
| Normal retirement date | October 1, 2031 |

Retirement age between 55 and 71 (you can choose up to three)

- Age 55
- Age 60
- Age 65
- Age 70

System returns retirement dates
The following graph shows your estimated defined benefit, CPP/QPP and OAS pension amounts for each chosen age of retirement.

To go back to the main screen and select other retirement ages or dates, click Back to assumptions here or at the bottom of this page.

Notes:
- The amounts shown do not take into account income tax limits. If your pension exceeds this limit, the amount in excess will be payable by the Supplemental Retirement Income Plan (SRIP).
- The estimated government-sponsored pensions are based only on your period of employment with Memorial University while a member of the pension plan. For a more accurate calculation of your government-sponsored pensions, please refer to the Service Canada website at www.servicecanada.gc.ca.

For additional details, select the appropriate projection below and click Details to view the variation of the benefits payable during your retirement.

- Age 55 (October 1, 2021)
- Age 60 (October 1, 2026)
- Age 71 (December 1, 2037)
CALCULATE YOUR OWN PENSION

### Economic assumptions
- **Retirement date selected:** October 1, 2026
- **Inflation rate:** 2%
- **Year’s Maximum Pensionable Earnings (YMPE) increase rate:** 2%

### Personal information at retirement

<table>
<thead>
<tr>
<th>Age</th>
<th>60</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual salary</td>
<td>$59,717</td>
</tr>
<tr>
<td>Work percentage from new</td>
<td>100%</td>
</tr>
<tr>
<td>Pensionable service (years)</td>
<td>32.77</td>
</tr>
</tbody>
</table>

### Pension payment

The projected pension below is based on the normal form of pension, that is, the "Payable Pension".

#### Normal form of pension

<table>
<thead>
<tr>
<th>Form of pension/ Payment period</th>
<th>Your annual pension</th>
<th>Canada/Quebec Pension Plan</th>
<th>Old Age Security</th>
<th>Total retirement benefits</th>
<th>Income replacement ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payable Pension</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>From October 1, 2026 (age 60)</td>
<td>$39,860</td>
<td>$9,190</td>
<td>0</td>
<td>$49,050</td>
<td>82.13%</td>
</tr>
<tr>
<td>From October 1, 2026 (age 65)</td>
<td>$28,470</td>
<td>$9,190</td>
<td>$9,300</td>
<td>$46,960</td>
<td>78.63%</td>
</tr>
</tbody>
</table>

1. The Old Age Security (OAS) amount shown is the maximum pension payable as at October 1, 2031.
2. The income replacement ratio shows the percentage of your projected salary at retirement that you will get from your estimated retirement income.

#### Notes:
- In order to simplify the results, all estimates shown have been rounded to the nearest $10.
- The amounts shown do not take into account income tax limits. If your pension exceeds this limit, the amount in excess will be payable by the Supplemental Retirement Income Plan (SRIP).
- The estimated government-sponsored pensions are based only on your period of employment with Memorial University while a member of the pension plan. For a more accurate calculation of your government-sponsored pensions, please refer to the Service Canada website at www.servicecanada.gc.ca.

Note that some or all of your OAS benefits may be clawed back at retirement if your total income exceeds the applicable threshold.

#### Forms of pension

The table below shows other forms of pension payments and survivor benefits that could be payable to your eligible spouse or beneficiaries, if applicable.

<table>
<thead>
<tr>
<th>Form of pension/ Payment period</th>
<th>Your annual pension</th>
<th>Your survivors annual pension</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payable Pension</td>
<td></td>
<td></td>
</tr>
<tr>
<td>From October 1, 2026 (age 60)</td>
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<td>$17,080</td>
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</table>

Notes:
- In order to simplify the results, all estimates shown have been rounded to the nearest $10.
- The amounts shown do not take into account income tax limits. If your pension exceeds this limit, the amount in excess will be payable by the Supplemental Retirement Income Plan (SRIP).
SURVIVOR BENEFITS

To Whom Payable?

1. Surviving Principal beneficiary
2. Dependent child under age 18 (24 if in school)
3. Estate

Surviving principal beneficiary means: the spouse or a cohabitating partner

Cohabitating partner means:

i. If there is no spouse, a person who has cohabitated continuously with the employee in a conjugal relationship for at least 1 year

ii. If there is a spouse, a person who has cohabitated continuously with the employee in a conjugal relationship for at least 3 years

And has cohabited with the employee within the preceding year.
SURVIVOR BENEFITS

Pre-Retirement Death – Non Vested

• Refund of employee contributions plus interest
• Payable to surviving principal beneficiary
• If no surviving principal beneficiary, payable to estate
SURVIVOR BENEFITS

Pre-Retirement Death – Vested (Survivor Pension)

• 60% survivor benefit
• For service after 1996, the value of the survivor benefit must be at least as great as the commuted value of employee’s pension. If it is not, the survivor benefit will be increased to the commuted value
• Payable to surviving principal beneficiary
• Commuted value may be transferred from plan on non-locked basis instead of pension
• In the event of the surviving principal beneficiary’s death, survivor pension is payable to dependent child (children) under age 18 (age 24 if in full-time attendance at school or post-secondary educational institution)
• If dependent child (children) dies or ceases to be entitled to benefit, excess of contributions + interest over pension benefits already paid is payable to deceased employee’s estate
SURVIVOR BENEFITS

Pre-Retirement Death – Vested (Death Benefit)

If no surviving principal beneficiary, the plan will pay to the estate:

• Contributions plus interest for pre-1997 service
• Commuted value of post-1996 service
SURVIVOR BENEFITS

Post-Retirement Death

- 60% survivor benefit

- Payable to surviving principal beneficiary

- In the event of the surviving principal beneficiary’s death, survivor pension is payable to dependent child (children) under age 18 (age 24 if in full-time attendance at school or post-secondary educational institution)

- If dependent child (children) dies or ceases to be entitled to benefit, excess of contributions + interest over pension benefits already paid is payable to deceased employee’s estate

- If no surviving principal beneficiary or dependent child, the plan will pay to the estate the excess of contributions + interest over pension benefits already paid.
SAMPLE CALCULATION # 3

Survivor Pension

Retirement date: August 31, 2018 (age 60)  
Lifetime Pension: $40,000

Date of birth: June 15, 1958  
Bridge: $7,000

Date of death: January 12, 2022  
Age at death: 63

Survivor Pension  
60% x $40,000 = $24,000

+ (60% x $7,000) = 4,200

Survivor pension paid to deceased’s age 65  
(June 2023)  
28,200

Less bridge at deceased employee’s age 65  
(4,200)

Net annual lifetime pension to surviving spouse  
$24,000

HUMAN RESOURCES
SAMPLE CALCULATION # 4

Survivor Pension

Retirement date: August 31, 2006 (age 65)  
Date of birth: October 12, 1940  
Date of death: April 22, 2022  
Lifetime Pension: $36,000  
Bridge: Nil  
Age at death: 81

Survivor Pension = 60% x $36,000 = $21,600  
(paid for life of surviving spouse)
PENSION DIVISION

- Must be legally married
- Division in accordance with separation agreement or court order
- Spouse applies to divide
- Spouse entitled to maximum of 50% of member’s pension
- Spouse may elect
  - If employee is not retired:
    - Transfer proportionate share from plan, or
    - Limited membership – single life annuity paid from pension plan
  - If employee is retired:
    - Limited membership – single life annuity paid from pension plan
- Division is final once implemented

(* This is not “pension splitting” for tax purposes)
I’m thinking about taking early retirement

how early?

about 2.30
RETIREMENT NOTICE

Staff  - minimum of two weeks notice
       - provide to supervisor or Dep’t Head

Faculty  - MUNFA collective agreement requires best effort to provide at least 6 months notice to the President, Vice-President (Academic), the Administrative Head and at Grenfell Campus, the Vice-President.

Marine Institute Faculty – 90 calendar days notice (no later than April 30 for end of current academic year)

Notice should also be provided to Human Resources at the earliest opportunity to ensure smooth transition and avoid a disruption in income.
TERMINATION BENEFITS

• Termination Prior to Retirement
  - Cash refund of non-locked funds
  - Transfer of commuted value of locked-in funds to
    - locked-in RRSP
    - another pension plan if that plan permits
    - insurance company to purchase deferred life annuity
  - Deferred pension
    (NOTE: Deferred pensioners are not eligible for retiree group insurance benefits)
GROUP BENEFITS PROGRAM

- Administered by Department of Human Resources
- Employee Benefits Committee – advisory
- Life and Long Term Disability – Manulife Financial
- Health and Dental – Medavie Blue Cross
- Accidental Death and Dismemberment (AD&D) – SSQ
- Travel Health Insurance - SSQ
RETIREE GROUP BENEFITS

- Basic Life, Health, Travel Health, Dental
- Premiums currently cost-shared 50-50 by retirees and the University
- Coverage and cost-sharing subject to change
- New employees need 15 yrs service to qualify and 60/40 cost share
  - (MUNFA 50/50 cost share and 2 years service to qualify)
- Coverage is optional
- Deferred pensioners not eligible

**Plus:**
- Employee Assistant Plan (EAP)
- Preferred Rate Program at The Works (Grenfell – Pasadena Fitness Centre, YMCA and Forever Young)
- Library privileges
- Access to my.mun.ca
LIFE INSURANCE

• Basic Life
  ▪ Active Employees
    o 1 x salary to age 68 (Min. of $70,000)
    o $7,000 coverage from age 68 to age 72 at which point coverage ends
    o Conversion option to individual policy within 31 days of retirement date / coverage change date
    o Max amount eligible to convert payable for death during conversion period
  ▪ Retirees
    o 1 x pension to Aug 31 following age 65 (Min. $70,000)
    o $7,000 coverage from age 65 to age 72 at which point coverage ends

• Dependent Life
  ▪ Optional coverage (automatic with family health)
  ▪ Spouse $3,000; dependent children $2,000
HEALTH

- Supplementary to provincial medical care program
- Must be resident in Canada and covered by a provincial medical plan
  - Prescription drug benefit
    - HealthWise managed drug formulary
  - Hospitalization benefits: semi-private room (100%)
  - 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
NEW HEALTH BENEFITS ADDED APRIL 1, 2022

Mental Health Support
$1,000 per calendar year for psychologist, social worker, registered counsellor

Diabetes / Continuous Glucose Monitor
$4,000 coverage

Managing Chronic Disease
$500 per calendar year health coaching - diabetes, heart and lung health and smoking cessation

Copper IUD
$300 every two years
DENTAL

• Must be resident in Canada and covered by a provincial medical plan
• Basic preventative maintenance plan
  Plus major restorative services (crowns, bridges, dentures, etc.)
• 80% of current Newfoundland Dental Society Fee Guide
• Major restorative – 70% to max of $1,200 per calendar year
TRAVEL HEALTH INSURANCE

• Complementary to health plan coverage
• Must be resident in Canada and covered by a provincial medical plan
• Covers 100% of eligible expenses resulting from unexpected accident or illness which occurs outside province of residence
• Max 180 days coverage for out of province travel
• Retiree travel subject to “pre-existing” condition clause
Pre-existing Condition Limitation – Retiree Travel Only

The policy does not cover loss (fatal or non-fatal) or expenses caused by or resulting from:

Any condition for which the Insured Person received medical advice, consultation or treatment within six (6) months prior to the commencement of a Trip, with the exception of a Chronic Condition which is under treatment and Stabilized by the regular use of prescribed medication;

“Chronic Condition” means a disease or disorder which has existed for a minimum of six (6) months.

“Stabilized” means there has not been a change in the medical condition requiring medical or psychiatric intervention for a minimum of six (6) months. Adjustments in doses of Warfarin or Coumadin are not considered to be medical intervention for the purpose of this definition, as long as the attending physician can confirm that the Insured Person’s condition is stabilized before the date of departure.
TRAVEL HEALTH INSURANCE & COVID-19

There are no exclusions for COVID-19.

Normal emergency medical expenses incurred as a result of COVID-19 are covered as per the policy:

• Hospital charges
• Physician
• Drugs
• Etc.
TRAVEL HEALTH INSURANCE & COVID-19

What costs are not covered?

• Mandatory COVID-19 screening tests, performed at the request of a government authority before returning to Canada

• Lodging and meals due to quarantine and self-isolation

• Additional costs incurred while waiting for COVID-19 test results, (for example, costs for a new plane ticket, change fees for an existing ticket, accommodation or living expenses, etc.).
TRAVEL HEALTH INSURANCE

• Individual travel health coverage questions may be directed to SSQ insurance at:
  1-855 395-2520 (General) 1-800 848-0158 (Pre-ex, Atlantic customer service)

• (In the event of an emergency, use the telephone number on the membership card)

Old Card

New Card
TRAVEL HEALTH INSURANCE

• RETIREE TRAVEL . . . REMEMBER!

  ▪ Pre-existing medical condition clause

  ▪ Maximum trip duration / coverage 180 days

  ▪ May be expected to pay medical bills and submit for reimbursement unless treatment clearly result of an accident or non pre-ex condition
QUESTIONS?

Contact Information:

Department of Human Resources
Room 4023
Arts and Administration Building
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My wife said "Watcha doin' today?"
I said "Nothing"
She said, "You did that yesterday"
I said "I wasn't finished."