

Post-Retirement Benefit Co-Pay Program for Members of MUFA

OVERVIEW:

- Post-retirement benefits (PRB) include both extended health and dental benefits.
- The PRB Co-Pay Program applies to all MUFA members (faculty and librarians), who **retire after July 1, 2012¹**.
 - For clarity, MUFA members whose last day of work prior to retirement is June 30, 2012 and who commence their retirement effective July 1, 2012 will have post-retirement benefits without Co-Pay.
- To be eligible for post-retirement benefits, the MUFA member must have been enrolled in the extended health and dental benefit plans as an active employee on their last day of work, and must meet the eligibility requirements as defined in the applicable Sun Life MUFA Faculty/Librarian Retiree Benefit Plan Booklet.

CO-PAY PERCENTAGES & RATES:

- Eligibility for post-retirement benefits, and the applicable percentage of the cost that a MUFA member is responsible for paying, is based on cumulative years of service as at the date of retirement.
- “Cumulative years of service” is the total number of years of employment at the University. Service for prior periods of employment at the University needs to have been approved prior to the date of retirement following the procedures outlined in the *Cumulative Service Recognition Policy*.
- University approved leaves are included in the determination of “cumulative years of service”.
- The following table provides the percentage of the cost of post-retirement benefits that a member shall contribute:

Years of Cumulative Service	Percentage of Cost Paid by Retiree	Percentage of Cost Paid by University
25 or more	25%	75%
20 or more but less than 25	50%	50%
10 or more but less than 20	75%	25%

Note: MUFA members who retire with less than 10 years of service are not eligible for post-retirement benefits.

DETERMINATION OF COST:

- The co-pay amount is based on post-retirement benefit costs for all retired members of MUFA which is used to determine the average cost per retiree with either single or family coverage.
- Co-pay rates will be determined annually based on the usage of the prior 3 years of benefits claims by all MUFA retirees with post-retirement benefits (not just those in the Co-Pay Program). The 3 year averaging is designed to reduce variability. Separate rates will be determined for Single Coverage and Family Coverage.
- The co-pay amount is not determined based on an individual retiree’s usage.
- The cost of post-retirement benefits will be calculated by the University in the Fall of each year, to be effective the following May 1st.
- The co-pay rate calculation information will be shared with MUFA through the Joint Committee prior to the setting of the May 1st rate, and any unresolved dispute over information or the calculation will be resolved in accordance with the faculty general grievance procedure.

¹ **Important Note:** While the Joint Committee Agreement of April 6, 2011 states in that “Employees retiring **on or after July 1, 2012** will contribute towards their post-retirement benefits...”, a subsequent decision was made by the Members of the Joint Committee to exclude those faculty members who retire on July 1, 2012 from having to contribute towards their post-retirement benefits.

COVERAGE OPTIONS:

- **Single Coverage**

- Members of MUFA who have Single Coverage immediately prior to retirement, will be eligible to continue to have Single Coverage upon retirement, provided they meet all the requirements of the Program as outlined in this document.
- Once retired, Single Coverage cannot be increased to Family Coverage.
- Coverage options at retirement:
 1. Continue existing Single Coverage, and pay applicable co-pay rate.
 2. Opt-out of post-retirement benefits. Once an election to opt-out has been made, the retiree cannot re-enroll in post-retirement benefits at a later date.

- **Family Coverage**

- Members of MUFA who have Family Coverage immediately prior to retirement, will be eligible to continue to have Family Coverage (subject to age restrictions for children) for their existing spouse and/or dependents upon retirement, provided they meet all the requirements of the Program as outlined in this document.
- New spouses or dependents cannot be added after retirement.
- Spouse survivors must continue to pay the Family Coverage rate in order to maintain their benefits.
- The member may elect to convert Family Coverage to Single Coverage at date of retirement or at any time thereafter if they determine Family Coverage is no longer required. However, once retired, Single Coverage cannot be increased to Family Coverage at any time.
- Coverage options at retirement:
 1. Continue existing Family Coverage, and pay applicable co-pay rate.
 2. Convert to Single Coverage, and pay applicable co-pay rate.
 3. Opt-out of post-retirement benefits. Once an election to opt-out has been made, the retiree cannot re-enroll in post-retirement benefits at a later date.

- **Opting-Out of Coverage**

- MUFA retirees may opt-out of the Post-Retirement Benefit Co-Pay program at any time, and will therefore no longer be required to pay any future co-pay costs. Payments for prior periods of coverage cannot be refunded, and the change will take effect the 1st day of the following month.
- Members who chose to opt-out are electing to permanently opt-out of both health and dental coverage, and cannot re-enroll in post-retirement benefits at a later date.

CO-PAY PREMIUMS IN EFFECT UNTIL APRIL 30, 2013*:

- **Monthly Post-Retirement Benefit Co-Pay premiums, including taxes and administrative fees levied by Sun Life are:**

		Monthly Retiree Cost: Single Coverage		
<u>Years of Cumulative Service</u>	<u>Retiree Pays</u>	<u>Health</u>	<u>Dental</u>	<u>Total</u>
25 or more	25%	\$18	\$13	\$31
20 or more but less than 25	50%	\$36	\$25	\$61
10 or more but less than 20	75%	\$54	\$38	\$92
		Monthly Retiree Cost: Family Coverage		
<u>Years of Cumulative Service</u>	<u>Retiree Pays</u>	<u>Health</u>	<u>Dental</u>	<u>Total</u>
25 or more	25%	\$41	\$24	\$65
20 or more but less than 25	50%	\$81	\$49	\$130
10 or more but less than 20	75%	\$122	\$73	\$195

*Note: In future, PRB Co-Pay premium rates will be effective each May 1st.

METHOD OF PAYMENT OF CO-PAY PREMIUMS:

- Co-pay premium payments are collected in the following manner:
 1. If the MUFA member is in receipt of a monthly pension from McMaster University the co-pay premium amount will be deducted directly from the member's monthly pension payment.
 2. If the MUFA member has elected to take the commuted value of their pension, and is therefore not in receipt of monthly pension payments, then the member must provide post-dated cheques in advance for the year.
 - *Note: If a payment is not made in a given month, whether due to post-dated cheques not being provided, the bank account having insufficient funds to cover the amount of the cheque, or any other reason, the missed payment must be paid by the following month. The member will be notified in writing of the missed payment and that the payment is due immediately for the overdue amount. If 2 consecutive months of payments are missed then the member will be notified that post-retirement benefits will be cancelled permanently effective the beginning of the third month.*

TAX DEDUCTIBILITY OF CO-PAY PREMIUMS:

- Currently, according to the Canada Revenue Agency (the CRA) premiums that an individual pays to a private health services plan may be tax deductible.
- MUFA members are encouraged to consult with their professional tax advisor to determine whether they are eligible to claim this deduction.

COVERAGE ENDS:

- Coverage for post-retirement benefits will end the earliest date as determined by:
 - The member electing, at any time, to opt-out of post-retirement benefits.
 - The member not making their co-pay payments for 2 consecutive months, as described above.
 - The terms and conditions of the applicable Sun Life MUFA Faculty/Librarian Retiree Benefit Plan.

COVERAGE CHANGES:

- Any changes to a member's coverage take effect the 1st day of the month following when notice of the change has been received and processed by the University and the Plan Administrator, Sun Life. Processing normally will occur within 2 weeks.

ADDITIONAL INFORMATION:

- For more information, please refer to:
 - The applicable Sun Life MUFA Faculty/Librarian Retiree Benefit Plan.
 - The Joint Committee Agreement, effective July 1, 2011 to June 30, 2013.
 - The April 18, 2011 FAQ's regarding the tentative Joint Committee Agreement.
 - The Cumulative Service Recognition Policy