



Flexible Long Term Disability Plan for OSSTF District 25 Teachers



Long term disability (LTD) insurance provides a safety net that replaces your salary and provides pension plan protection should you be unable to work because of illness or injury.

OSSTF District 25 Teachers have a flexible benefits LTD plan. Your LTD plan enables you to choose a level of income replacement that meets your needs. There are **12 benefit options to suit your needs and budget.**

Waiting Period

LTD benefits are payable after a continuous period of absence from work. You may choose a waiting period of **75, 150 or 200 working days for eligibility** to LTD benefits.

Benefit Levels

The benefit level is the **income replacement level** that you choose. Since you pay 100% of your LTD premium, the benefit is **tax-free**. As part of your LTD benefit, the Ontario Teachers Pension Plan waives your regular pension contributions of 8.9% and you **continue to accumulate pension credits**.

There are two income replacement levels available:

- 45% of your annual salary (65% to 69% of pre-disability net pay) or
- 55% of your annual salary (79% to 84% of pre-disability net pay).

Cost of Living Adjustment

The cost of living adjustment (COLA) increases benefits and pension contributions annually after two years. You have the **choice of a 2% COLA or NO COLA.**

Important factors to consider when choosing your coverage

When choosing a **waiting period**, consider the following:

- Amount of sick leave accumulated
- Eligibility for Employment Insurance
- Affordability

When choosing a **benefit level**, consider the following:

- Single income family or double income family
- Affordability

When choosing a **COLA**, consider the following:

- Cost of living
- Affordability

Premium Rates

(expressed as a % of gross salary, excluding 8% PST)

Waiting Period	NO COLA		2% COLA (after 2 years)	
	45%	55%	45%	55%
200 working days	Option 1 Rate 1.46%	Option 2 Rate 1.63%	Option 3 Rate 1.55%	Option 4 Rate 1.76%
150 working days	Option 5 Rate 1.54%	Option 6 Rate 1.71%	Option 7 Rate 1.62%	Option 8 Rate 1.81%
75 working days	Option 9 Rate 1.79%	Option 10 Rate 2.04% default plan	Option 11 Rate 1.91%	Option 12 Rate 2.15%

Mandatory Enrollment

Enrollment in the OSSTF District 25 Teachers' LTD plan is a **condition of employment** with the Ottawa-Carleton District School Board. You may choose any of the 12 options available. **If you do not inform the Board's Benefits Department of your choice by filing the attached application form within 31 days from your date of hire, you will be assigned by default to Option 10** with a 75-day waiting period, 55% benefit level and 0% COLA. This option has a rate of 2.04% of your salary plus 8% PST.

Your flex plan option can only be changed every 3 years at which time you can **increase or decrease your coverage by one level only**. You will be able to review your flex plan option in February 2008.

Limitation

No benefits will be paid for a pre-existing condition. This is a disability arising from an illness or injury for which you obtained medical care before you became insured.

This exclusion does not apply if disability starts after:

- a) you have been continuously insured for 1 year; or
- b) you have not had medical care for the illness or injury for a continuous period of 90 calendar days ending on or after the date the insurance took effect.

If you require assistance in choosing an option or have any questions regarding your LTD coverage, please contact Karine Desrochers at OTIP.

Phone: (613) 567-6847 or 1-800-668-6847

E-mail: kdesrochers@otip.com

Please call OTIP. Do not call the Board.