Myretiree Plan

Benefiting you today; there for you tomorrow!





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While you may be wondering about the "what ifs" of retirement, don't let your benefits be a concern! ASEBP's MyRetiree Plan is tailored to the needs of Alberta's retired public education workers.

OPTIONS and COMPETITIVE RATES

Not only do you have options and a competitive rate guarantee (until September 1, 2023), our no-age-cap MyRetiree Plan also provides:

- Above industry-standard Extended Health Care coverage (i.e. drugs and other medical services and supplies)
- Vision Care
- Dental Care (if you opt-in)
- Emergency travel insurance (up to age 85)
- Life and Accidental Death & Dismemberment Insurance (if under 65 and eligible)
- And coverage indefinitely!

AM I ELIGIBLE?

You can apply for our MyRetiree Plan if you are:

- A present or former employee of an eligible Alberta public school board
- 50 years and above
- A Canadian resident (excluding Quebec)
- Covered under a provincial or territorial healthcare plan
- A surviving partner who meets eligibility or whose deceased spouse meets eligibility and was an employee of a qualifying Alberta public school board

OPEN ENROLMENT

First-time applicants can apply anytime to our MyRetiree Plan, without restrictions, as long as they satisfy the eligibility criteria.



YOU HAVE CHOICES

Because everyone's benefit needs are different, we know it is important to offer you choices.

Extended Health Care (EHC) and Vision Care (mandatory): Choose between Enhanced or Core coverage. As EHC and Vision Care are a package (but separate rates), your choice will apply to both. Plus, Emergency Travel insurance is included as part of your EHC premiums (for you and your dependants) until you turn 85, at no extra charge!

Dental Care (optional): If you want Dental Care, you will also choose between Enhanced or Core coverage. While dental coverage is optional, if you decline coverage at the time you apply, you cannot opt-in later unless you currently have dental coverage through another provider and can provide ASEBP with proof of loss of coverage. Also, dental coverage is not a stand-alone option, so you can opt-in for dental coverage only if you want EHC and Vision Care coverage.

Life and Accidental Death and Dismemberment (AD&D) Insurance: If under 65 at the time of your retirement, and you currently or previously had Life and AD&D insurance with ASEBP, Life and AD&D insurance is mandatory.

REFERRAL PROGRAM

As a member of our MyRetiree Plan, why not refer and benefit even more? Active plan members can receive a one-time five per cent discount off monthly premiums for 12 months if they refer someone who then becomes a member. New applicants must provide the referrer's name on their application form. ASEBP will not apply a missed referral once the applicant becomes a member.

Please note: our referral program ends December 31, 2022.



PARTICIPATION PERIOD

If you choose the Enhanced plan, you must maintain a minimum level of Single coverage for two years before choosing a Core plan; however, you can increase from Core to Enhanced at any time.

If you terminate your coverage for reasons within your control, you will forfeit your ability to re-enrol in the MyRetiree Plan in the future.

WHO IS COVERED?

We recognize that your coverage needs will likely change as you age. That is why you can choose between **Single, Couple or Family** coverage for each of your EHC, Vision Care and Dental Care benefits.

RATES

Find a full list of MyRetiree Plan products and services at <u>MyRetireePlan.ca</u>, which will help you make an informed decision for yourself and your family.

Extended Health Care and Vision Care *MANDATORY*

Drugs, Other Medical Services & Supplies, Emergency Travel Insurance (until covered member turns 85)

MONTHLY RATES	ENHANCED			CORE		
Extended Health Care	Single	Couple	Family	Single	Couple	Family
Ages 50-64	\$141.50	\$269.00	\$325.00	\$85.25	\$162.25	\$195.75
Ages 65-84	\$119.00	\$226.00	\$273.00	\$74.25	\$141.25	\$170.00
Ages 85+	\$117.00	\$222.00	\$269.00	\$72.25	\$137.25	\$166.00
Vision Care	Single	Couple	Family	Single	Couple	Family
Ages 50-64	\$9.50	\$18.00	\$22.00	\$2.25	\$4.25	\$5.00
Ages 65-84	\$9.50	\$18.00	\$22.00	\$1.00	\$2.00	\$2.50
Ages 85+	\$9.50	\$18.00	\$22.00	\$1.00	\$2.00	\$2.50

Life and AD&D: under 65 only; applicable to both Enhanced and Core options; not included in above monthly rates; 2x pre-retirement salary

Life Insurance	\$0.141 per \$1,000 of coverage
Accidental Death & Dismemberment	\$0.011 per \$1,000 of coverage

Dental Care OPTIONAL

Basic Preventative/Restorative Dental Treatments, Major Restorative Dental Treatments

MONTHLY RATES	ENHANCED				CORE	
	Single	Couple	Family	Single	Couple	Family
All age categories	\$70.00	\$132.75	\$160.75	\$41.00	\$78.00	\$94.50

PRODUCT COMPARISON

100 days

The following information is for **comparative purposes only**. Additional information including requirements, conditions and exclusions, are found at <u>MyRetireePlan.ca</u>. Please note: If conflicting information is found between this document (or any additional MyRetiree Plan documents) and ASEBP's MyRetireePlan.ca website, the information on the MyRetiree Plan website will be considered correct.

correct.						
EXTENDED HEALTH CARE - MANDATORY (per person per calendar year)						
AM	BULAN	ICE AND HOSPITAL SERVIC	ES:	per person		
		Enhanced: 100% Core: 70%		Notes		
Ambulance, Hospital Roor Beds	ns and	Rates negotiated between ASEBP and Alberta Health Services		Ground and air		
Hospital Rooms (Canada-wide excluding Quebec)		Provincial government daily ra	ite	For semi-private room. Private rooms covered to semi-private room rate		
Hospital Beds		\$3,000		Pre-approval required Lifetime maximum		
DRUGS: bas	sed on	covered member's age (app	lies	to all dependants)		
		Enhanced		Core		
Annual Drug Maximums	-	0-64: 100%; no yearly max 5: 100% to max \$5,000	709 \$20	es 50-64: no yearly max; % of initial \$20,000; 100% beyond 0,000 er 65: 70% to max \$3,500		
Dispensing Fee Cap \$9 for drugs and prepackaged compounds, \$13.50 for compounds				s, \$13.50 for compounds		
EMERGENCY TRAVEL INSURANCE						
	Enhanced and Core					
100% Stability Cla				Coverage provided		

\$5,000,000 Lifetime Maximum

up to 85 years

MEDICAL AIDS AND APPLIANCES: per person				
	Enhanced: 100% Core: 70%	Notes		
Aerochambers	\$40	Per calendar year; inhalers covered separately		
Brace	\$500/body part	Rolling 2-year period; one brace per body part		
Blood Pressure Monitors	\$150	Rolling 3-year period		
Canes, Casts, Cervical Collars, Crutches and Walkers	\$100 maximum Up to \$40/item	Per calendar year combined maximum		
Compression Garments and Support Surgical Stockings	\$250	Per calendar year		
Diabetic Supplies	\$4,000	Per calendar year		
Dressings, Bandages and Supplies	\$600	Per calendar year		
Hair Pieces and Wigs	\$600	Rolling 3-year period		
Illeostomy, Colostomy, and Urinary Incontinence Supplies	\$1,000	Per calendar year		
Intravenous Supplies	\$150	Per calendar year		
Oxygen and Supplies	\$1,000	Per calendar year		
Phototherapy Light	\$300	Lifetime maximum		
Physical Rehabilitation Equipment	\$300	Lifetime maximum		
Prosthetics	Breast: \$400 Eye: \$500 Larynx: \$2,000 Limb: \$15,000	Breast: Per calendar year Eye: Rolling 3-year period Larynx: Rolling 3-year period Limb: Rolling 3-year period		
Respiratory Equipment, Accessories and Repair	\$1,500	Rolling 5-year period		
Ultraviolet Light	\$300	Lifetime maximum		
Wheelchair and Scooters	\$4,000	Rolling 4-year period		

ORTHOTICS					
	Enhanced: 100%		Core: 70%		
Foot Orthotics (per calendar year)	\$2	00	\$100		
Orthopedic Shoes (rolling 2-year period)	\$1,	500	\$750		
OTHER PRODUCT	S, TREATMENTS	AND SERVICES:	per person		
	Enhanced: 100% Core: 70%		Notes		
Accidental Dental	\$1,000/tooth		Lifetime maximum		
Allergy Testing	\$40		Per calendar year		
Endovenous Laser, Radiofrequency Endovenous Ablation Therapy or Treatment with Medical Adhesives	\$4,000		Lifetime maximum		
Hearing Aids	Enhanced: Core: \$3,000 \$1,500		Rolling 3-year period		
Home Nursing Care	\$10,000 per calendar year; \$25,000 lifetime maximum		Hourly rates apply		
Insulin Pumps and Continous Glucose Monitoring Receivers/Transmitters	\$5,000		Rolling 4-year period		
Joint Injectible Materials	\$1,000		Per calendar year		



PARAMEDICAL: per person per calendar year						
	Enhanced: 100%	Core: 70%	Notes			
Accupuncture	\$500	\$300	Up to \$65/day			
Chiropractor	\$500	\$300	Up to \$50/day			
Massage Therapy	\$500	\$300	Up to \$75/day			
Naturopath	\$200	\$200	Up to \$20/day			
Physiotherapy	\$500	\$300	Up to \$75/day			
Podiatrist/Chiropodist	\$500	\$300	Up to \$50/day			
Psychologist	\$1,000	\$600	Up to \$180 for the first hour; up to \$90 for each additional half- hour			
Sclerotherapy	n/a	n/a	See drugs section			

VISION CARE - MANDATORY (Per person per rolling 2-year period)

Enhanced: 100%	Core: 100%
\$300 combined maximum	Eye exams only up to \$100 maximum

DENTAL CARE - *OPTIONAL*

(Per person per calendar year. Reimbursement per ASEBP's Dental Benefit list found in your My ASEBP account)

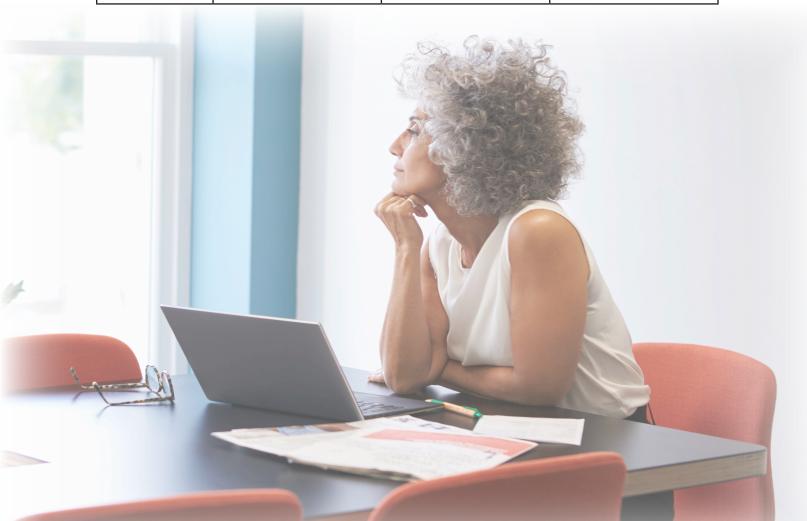
	Enhanced	Core
Preventative/Basic	Reimbursement: 50% \$2,500 combined maximum	Reimbursement: 50% \$2,000 combined maximum
Major/Restorative Reimbursement: 100% \$5,000 combined maximum		Reimbursement: 50% \$2,000 combined maximum
Orthodontics	Dependants 19 years or younger only. Reimbursement: 50% \$3,000 lifetime maximum	N/A

COMPETITIVE COMPARISON

When compared to competitors' top tier plans, ASEBP's MyRetiree Plan (Enhanced) offers members increased coverage and monthly savings of \$60 to \$120 (depending on options chosen).

	MyRETIREE PLAN (Enhanced Plan; per person)	COMPETITOR A	COMPETITOR B
Yearly Maximums*	N/A	Once yearly maximum reached (combination of EHC, dental and Insurance).	I, no additional claims covered d vision, but not Emergency Travel
		• \$7,500	• \$10,000
Nation-wide Plan	Yes (excluding Quebec)	Province of residence restrictions	Most favourable plan is only available to Alberta residents
Age Cap	• N/A	• 75 years	N/A65 years for all other plans
Extended Health Care (EHC)	 Drugs: above industry standard maximums Other Medical Services & Supplies (includes paramedical services) Vision Care 	 Drugs Other Medical Services & Supplies (includes paramedical services) Vision Care 	 Drugs Other Medical Services & Supplies (includes paramedical services) Vision Care
Emergency Travel Insurance	Confidence in coverage: Included in EHC \$5 Million 100 days of coverage 90-day stability clause Available up to age 85	Additional fees: Not included in EHC \$5 Million 90 days of coverage 90-day stability clause	Subjective "sudden and unforeseen circumstances": • \$5 Million • 92 days of coverage • No stability clause • No age limit
Paramedical Services (included in EHC)	 100% Individual practitioner maximums (significantly higher per practitioner maximum than competitors) 	Individual maximums	80% \$1,400 per year combined practitioner maximum
Vision Care	100%\$300 per rolling 24 months	• \$500 per 2 years	80%\$550 per rolling 24 months
	Hearing Aids: • \$3,000 per three years	Hearing Aids: • \$1,000 per four years	Hearing Aids: • \$1,500 per 36 rolling months
	Foot Orthotics:	Foot Orthotics:	Foot Orthotics:
	• \$200 per year	• \$300 per year	\$300 per three years
High-use Benefits	Respiratory Equipment 100% • \$1,500 (rolling 5 years) Accessories: • \$200 per year	Respiratory Equipment • \$1,000 per year	Respiratory Equipment 80% • \$2,000 per 5 years
	Diabetic Supplies 100%	Diabetic Supplies:	Diabetic Supplies 80%
	• \$4,000 per calendar year	• N/A	• \$1,750 per calendar year

	MyRETIREE PLAN (Enhanced Plan)	COMPETITOR A	COMPETITOR B
Dental	 50% basic (\$2,500 maximum; e.g. routine checkups, cleanings) 100% major (\$5,000 maximum; e.g. implants, dentures, crowns) Orthodontics (under 19) 	 80% basic and periodontics 50% dentures and extensive Combined maximum: \$2,000 No orthodontics 	 80% basic/minor (\$750 maximum) 50% major (\$1,600 maximum)
Drug Maximums (yearly)	 100% No maximum to 64 \$5,000 maximum after covered member reaches 65* (applies to dependants regardless of age) 	• 80% • \$3,000 maximum	 80% \$2,000 maximum 50%, \$150 per year for defined lifestyle prescription drugs
Referral Bonus	• Yes (December 31, 2022)	• No	• No
Rate Guarantee	• Yes	• No	• No
Life and AD&D Insurance	 2x annual salary before retirement or terminating from ASEBP Up to 65 	AD&D max to \$25,000Up to 75	• N/A
Membership Fees	• N/A	• N/A	• \$25-50 per year



FREQUENTLY ASKED QUESTIONS

Find more information at MyRetireePlan.ca.

Eligibility

What requirements need to be met to receive coverage under the MyRetiree Plan?

Applicants of the MyRetiree Plan must be:

- A present or former employee of an eligible Alberta public school board
- 50 years and older
- A Canadian resident (excluding Quebec)
- Covered under a provincial or territorial healthcare plan
- A surviving partner who meets eligibility or whose deceased spouse meets eligibility and was an employee of a qualifying Alberta school board

Is there an age cap under the MyRetiree Plan?

No. All eligible applicants, 50 and over, can receive benefits under this plan, indefinitely!

My spouse is my dependant and we are of different ages. Whose age is taken into consideration for the MyRetiree Plan age category and premiums?

All aspects of the MyRetiree Plan, including age category and premiums, are tied to the ASEBP covered member.

If I stop working before 50, can I access the MyRetiree Plan once I turn 50?

Yes. You can apply for the MyRetiree Plan benefits provided you meet the eligibility criteria upon reaching 50. Your benefit coverage will take effect on the 1st of the month following your birth date, or immediately upon terminating from an employer plan, whichever comes first.

My spouse is covered under ASEBP. If I go under their plan upon my retirement what happens if there's a life event like death, retirement, or divorce? Can I join the MyRetiree Plan at that time without consequences?

Yes. If you meet the eligibility requirements, you can apply for our MyRetiree Plan benefits or change your plan within 31 days of a life event.

Residency Requirement

If I relocate outside of Alberta, am I still eligible to participate in the MyRetiree Plan?

Yes, as long as you meet eligibility requirements, including maintaining your Canadian residency (excluding Quebec) and provincial health care coverage. If you reside in more than one location (i.e. live out-of-country over the winter), you must continue to maintain your provincial healthcare to remain eligible for MyRetiree Plan benefits. Failure to declare that you are no longer eligible for provincial healthcare will result in loss of coverage.

Coverage

I'm an existing ASEBP covered member considering retirement. Do my benefits remain the same on the MyRetiree Plan?

No. The MyRetiree Plan offers different coverage options. Visit our website for a full list of <u>MyRetiree</u> Plan coverage options.

What are the plan options for the MyRetiree Plan?

You can find information on our website at MyRetireePlan.ca.

The rates in my current retiree plan fluctuate yearly. Will the same be true for the MyRetiree Plan?

We can confirm that the MyRetiree Plan provides a rate guarantee until September 1, 2023. As a self-sustained plan, rates are based on claims experience, market trends, and administrative costs. As an Employee Life and Health Trust, ASEBP doesn't seek to generate a profit from the provision of benefits and any surpluses generated in the plan will be used to offset or limit future rate increases.

What happens with my Special Authorization drug(s) once I'm enrolled in the MyRetiree Plan?

Please contact a benefit specialist through our <u>Online Booking system</u> or calling our toll free line at 1-877-431-4786 to discuss your special authorization in further detail.

Does the MyRetiree Plan have a spending account?

No. The MyRetiree Plan is a self-sustained plan, which is separate from employer group-sponsored plans and, therefore, doesn't offer a spending account.

Can I access any existing spending account credits if I retire and get benefits under the MyRetiree Plan?

You'll have 60 days from the date of termination to submit claims to your spending account for expenses incurred prior to your benefits termination date.

Provincially-sponsored Seniors Benefit Plans

What happens to my retirement benefits when I turn 65?

Your MyRetiree Plan benefits will continue as you near 65; however, you'll need to apply to your provincially-sponsored seniors benefit program, which becomes first payor. For instance, covered members living in Alberta will apply to the Coverage for Seniors plan.

Alberta residents can submit claims to either the government-sponsored plan or directly to ASEBP and it will be automatically processed under both. If you live in a province other than Alberta, you'll need to submit your claim to your provincially-sponsored seniors plan, and then submit the Explanation of Benefits form to ASEBP (as second payor).

Dental Coverage

What's the difference between major and basic dental services?

Examples of major dental services include, but aren't limited to, implants, dentures, and crowns. Examples of basic dental services include, but aren't limited to, routine checkups, cleanings, and root canals. A dental predetermination, submitted by your provider, will confirm the amount of coverage you will receive for a particular service. Dental coverage is based on our plan's approved fee guide.

Can I use the full amount of coverage toward one service?

We recommend having your dental service provider submit a pre-determination as coverage might be subject to frequency limitations and approved fee guides.

Dependants

Can I change coverage levels at any time to accommodate dependants?

You can reduce your coverage level (i.e. from family to couple or couple to single) at any time. However, you can only increase coverage levels (i.e. single to family or couple to family) within 31 days of a life event (e.g. marriage).

Can I enrol a disabled dependant?

If you're an existing member with a disabled dependant, the dependant will retain the disabled dependant status. If you're a new member of our MyRetiree Plan with a dependant over 21, who is unmarried, unemployed, and dependent on you by reason of mental or physical disability, please contact a benefit specialist for more information including how to apply.

Open Enrolment

When can I apply for MyRetiree Plan benefits?

First-time applicants can apply anytime to our MyRetiree Plan, without restrictions, as long as they satisfy the eligibility criteria.

Life Insurance

What happens to my plan life insurance once I turn 65?

Life insurance ceases at the end of the month you turn 65. You may <u>contact</u> one of our benefit specialists to request a life conversion letter, which will allow you to purchase life insurance coverage through Canada Life without providing medical evidence. To avoid a lapse in coverage and the need to provide Canada Life with medical evidence, submit your conversion letter to Canada Life within 31 days of loss of coverage. Note: premiums are typically significantly higher for personal life insurance policies.



Emergency Travel Coverage

Does the MyRetiree Plan include emergency travel insurance?

Yes. The plan includes emergency travel insurance for covered members and their dependants until the covered member reaches 85 years:

- **Lifetime Maximum**: Following industry standards, our emergency travel insurance has a per-person lifetime maximum of \$5 million.
- 90-day Stability Clause: This means that there have been no changes to your pre-existing medical condition(s) 90 days before your trip date. Changes could mean an increase or decrease in medication, a newly prescribed medication, hospitalization, new testing, treatment, symptoms, or a new diagnosis for your condition. If you have a pre-existing medical condition that isn't stable 90 days before you leave Alberta, then any claims relating to that pre-existing medical condition won't be covered. However, any other emergency medical claims would be eligible.
- **COVID-19**: Visit <u>asebp.ca/covid-19</u> for the latest information about COVID-19 and your emergency travel insurance.

Early Retirement Benefits

I already have Early Retirement benefits through ASEBP. Do I have to change to the MyRetiree Plan?

No. If you currently have Early Retirement Plan benefits with ASEBP, you can maintain this coverage until the end of the month that you turn 65. Then, you can apply for coverage under our MyRetiree Plan or you can apply now. If you choose to transfer to the MyRetiree Plan before turning 65, you cannot convert back to the Early Retirement Plan benefits in the future. As of January 1, 2022, our Early Retirement Plan benefits are not available to new applicants. **Please note**: premiums may be significantly higher on the MyRetiree Plan as you would convert from a group to an individual plan.

I'm receiving survivor coverage under my deceased spouse's Early Retirement benefits. Can I continue my coverage under the MyRetiree Plan?

Yes. Once your survivor coverage has ended, you can apply to the MyRetiree Plan.

Benefits Under Another Provider

I have benefits through another provider. Can I apply to the MyRetiree Plan?

If you meet our <u>eligibility criteria</u>, you can apply to our MyRetiree Plan.

My deceased spouse was a former ASEBP covered member but had retirement benefits through another provider. Can I apply for MyRetiree Plan benefits?

Yes. If you are a surviving partner who meets eligibility or whose deceased spouse meets eligibility and was an employee of a qualifying Alberta public school board. You must provide us with your spouse's full name.

I was formerly covered under ASEBP's Early Retirement benefits. When I turned 65 (before the MyRetiree Plan came into effect), I transferred to the Alberta Retired Teachers' Association. Can I switch to the MyRetiree Plan now?

Yes. You can apply to the MyRetiree Plan at any time. You may need to contact your current provider for details on canceling your plan with them.

Referral Program

Are there any referral programs or incentives as part of the MyRetiree Plan?

Yes. We're offering a one-time promotional referral program until December 31, 2022. As an active member of the MyRetiree Plan, you can receive a five per cent (5%) discount off your monthly premiums for 12 months if you refer someone who then becomes a member of the plan. New applicants must complete the referral section on the application form. ASEBP will not apply a missed referral once the referred applicant becomes a member.

Temporary Contracts

I've accepted a temporary contract with my employer after enrolling in the MyRetiree Plan. Can I place my existing MyRetiree Plan on hold until the contract ends?

- If you are returning to work for an employer who is affiliated with ASEBP and you are eligible for your employer's ASEBP benefits, we will temporarily suspend your MyRetiree Plan benefits (until the position ends) once we receive the enrolment form from your employer. We will also send you a letter and the MyRetiree Change Application form with steps to guide you on how to have your benefits reinstated once your contract expires. If you wish to reinstate your MyRetiree Plan benefits, you will need to let us know within 31 days of your last working day by submitting the MyRetiree Change Application form.
- If you are returning to work for an employer who is not affiliated with ASEBP, you can suspend your MyRetiree Plan by completing a <u>MyRetiree Change Application</u> form. If you are under 65, you are required to maintain your Life and AD&D insurance.

Miscellaneous Questions

How do your rates compare to competitors' retirement plans?

When compared to competitors (see *Competitive Comparison* section above), you can enjoy a monthly savings of \$60-\$120 with our MyRetiree Plan, depending on the options you choose. Please contact a benefit specialist through our <u>Online Booking system</u>, by email at <u>benefits@asebp.ca</u> or phone toll free 1-877-431-4786 for more information.

When we switch to the MyRetiree Plan, will our member ID numbers remain the same?

Yes.

Will I receive new plan maximums or does my history follow?

The MyRetiree Plan offers new plan maximums so previous ASEBP plan maximums and claims history (including Early Retirement benefits) will not follow you.

Will I have to pay any administration or membership fees to get coverage under the MyRetiree Plan?

No. There are no administration or membership fees attached to the MyRetiree Plan.

Do employers need to provide the MyRetiree Plan application to retiring employees?

No. The MyRetiree Plan <u>application form</u> is easily accessible on our website under <u>forms</u>, then choose the 'retirement' filter.

Ready to apply? Complete our MyRetiree Plan Application form today!

W: MyRetireePlan.ca | E: benefits@asebp.ca | TF: 1-877-431-4786



