

LIFE EVENTS

Keep us informed!

You must let Reliable Administrative Services know immediately if there is any change in your personal or family status, including:

- change of name or address;
- marriage or divorce;
- coverage for a common-law partner;
- birth or adoption of a child;
- death of a spouse or other family member;
- status of a child who reaches age 21 and is a full-time student (status must be updated with Reliable Administrative Services every year)



Death

If you die before you retire, your spouse and children will continue to be covered by the plan until your benefits account falls below one month's payment. Your spouse then has the option to continue dental and health coverage by paying the direct payment rate for survivors (see page 10). The first direct payment must be received by Reliable Administrative Services by the 25th of the month after your benefits account falls below one month's payment. Your surviving family members' coverage will end if your spouse remarries.

If you die after you retire, but while you are still covered under the regular plan, your surviving spouse and children can continue their full health and dental coverage by making direct payments. If you die while you are covered under the retiree plan, your surviving spouse and children can continue their retiree coverage by making direct payments. Coverage for your surviving family members will end if your spouse remarries.

If you die, your spouse has the option to continue coverage through direct payments.

Illness or injury

If you are collecting benefits from the Workplace Safety and Insurance Board (WSIB), you will continue to receive full coverage under the UA Local 67 Group Benefit Plan for up to 12 months, with contributions paid from the plan. Your employers contribute to the cost of this coverage by hourly contributions on your behalf as required under Ontario legislation.

Naming or changing your beneficiary

Your beneficiary is the person you name to receive any death benefits from the plan. You may change your beneficiary(ies) for life insurance at any time. Beneficiary change forms are available from Reliable Administrative Services.

Benefits paid directly to a named spouse, child, grandchild or parent are protected from creditors. If you name more than one person as beneficiary, your death benefits will be divided in equal shares unless you indicate otherwise.

If you name a minor, you should consider consulting a lawyer to help you appoint a trustee to look after your child's benefit. If you don't appoint a trustee, the plan can pay the benefit to a legal guardian who has been appointed by the court. If no guardian is appointed, current Ontario law states that any amount above \$10,000 must be paid to the Accountant of the Superior Court, who will hold the money until the minor reaches 18.

If you don't name a beneficiary or your named beneficiaries are not alive when you die, your death benefits will be paid to your estate. This means that the full amount of your death benefits may be exposed to probate fees, estate taxes, and creditors. It's a good idea to name a back-up beneficiary to avoid having payments made to your estate.

Retirement

When you retire, your membership in the regular benefit plan will continue until you reach age 65. If your benefits account falls below the amount needed to cover the cost of one month of coverage, you must continue to pay the full cost by direct payment until you turn 65.

If you reach age 65 and you still have enough funds in your benefits account to continue your coverage, you can choose to continue regular coverage, or begin retiree coverage. When your benefits account falls below one month's payment, you may choose to continue either regular coverage or retiree coverage by direct payment if:

1. You are a member in good standing with UA Local 67;
2. You are receiving a pension from the Local 67 pension plan; **AND**
3. You were covered by the Local 67 benefit plan immediately before you retired.

After you retire, you may stop your coverage at anytime by contacting Reliable Administrative Services. But, if you do this, you cannot change your mind and get your coverage back at a later date unless you return to work for a contributing employer and earn the required contributions.

To help retirees over age 65 that have run out of funds in their benefits account and don't want to continue their group benefits coverage, the Trustees have introduced a life-only program that provides \$50,000 in life insurance (\$10,000 in life insurance for Local 666 retirees, unless one time opt-in was accepted). To qualify, you must satisfy **ALL** of the following conditions:

1. Be over 65 years old;
2. Be covered under the active or retiree group insurance premium;
3. Remain a member in good standing with the local;
4. Have a monthly premium payment of \$40 (\$20 for Local 666 retirees) plus 8% retail sales tax deducted directly from your monthly pension benefits; **AND**
5. Let Reliable Administrative Services know you intend to convert to the life-only program and sign a written declaration.

Once you convert to the life-only program, you will not be able to restart your coverage in the health and dental plans unless you return to work and earn the required contributions.

