

Retiree Benefits Program



Retiring soon?

Have you considered what benefit coverage you will need to protect yourself and your family in retirement? Get the facts inside.



**Just 31 days to
apply**

Your one-time
opportunity
– **act now**

Common Myths

about health care costs in retirement



MYTH: In Canada, our health care costs are covered

The facts: The government only covers a limited number of health care expenses.

Here are just a few examples of costs you might have to pay, which can add up to thousands of dollars:

- Certain cancer treatments outside of hospital
- Some arthritis and cancer medications
- Massage therapists, audiologists, osteopaths, physiotherapists and other paramedicals
- Medical equipment
- Dental services



MYTH: As a senior, I won't have to pay for prescription drugs.

The facts: Provincial plans only cover a limited number of drugs – and only once you've turned 65.

What's the difference?

The Ontario Provincial Plan covers approximately 5,000 drugs. The CAAT retiree plan covers over 14,000 drugs.



MYTH: I'm healthy and don't need coverage

The facts: We are living longer. While that's great news, as we age, our health risks increase, even if we have a history of good health.

According to the Government of Canada:

- 73% of individuals 65 and over have at least 1 of the 10 most common chronic conditions¹
- Over 1/3rd of seniors have 2 or more chronic diseases²



MYTH: I have savings I can use if I have a health problem

The facts: A catastrophic illness can cost thousands of dollars. It could rapidly eat into or even use up your savings.

Even the costs of regular visits to dentists and paramedicals can add up. Especially when you consider that health care costs increase much faster than the cost of other consumer items (i.e. the Consumer Price Index).

¹ [Government of Canada](#)

² [Government of Canada](#)



Why worry about this now?

You only have **ONE OPPORTUNITY** to join the CAAT Retiree Benefit Program.

Your College Benefits Administrator must receive your application within 31 days of your retirement date.

Note: You are only eligible if you have elected a CAAT lifetime monthly pension that starts immediately upon your retirement.

5 Reasons

to choose CAAT for your retirement insurance

We want you to choose carefully. In fact, we have even given you a comparison sheet on the next two pages. But here are a number of things that make the CAAT Retiree Benefit Program a great value.

- 1** No health statement or medical exam at enrolment.
- 2** You're covered no matter how long you live, as long as you continue to pay your premiums.
- 3** There's up to \$100,000 of drug coverage each year.
- 4** Your premiums won't go up with age, although they could go up based on factors like plan experience (plan use) and legislation.
- 5** You get Sun Life Medical Second Opinion, by Dialogue. It's a second opinion from a team of Canadian and U.S. medical specialists, anytime you want it, even without a referral.



You can only apply now

This coverage is only available within 31 days of your retirement date and if your CAAT pension starts immediately upon your retirement.

You cannot apply later

You can only apply within 31 days of retirement and if your pension starts immediately upon your retirement.



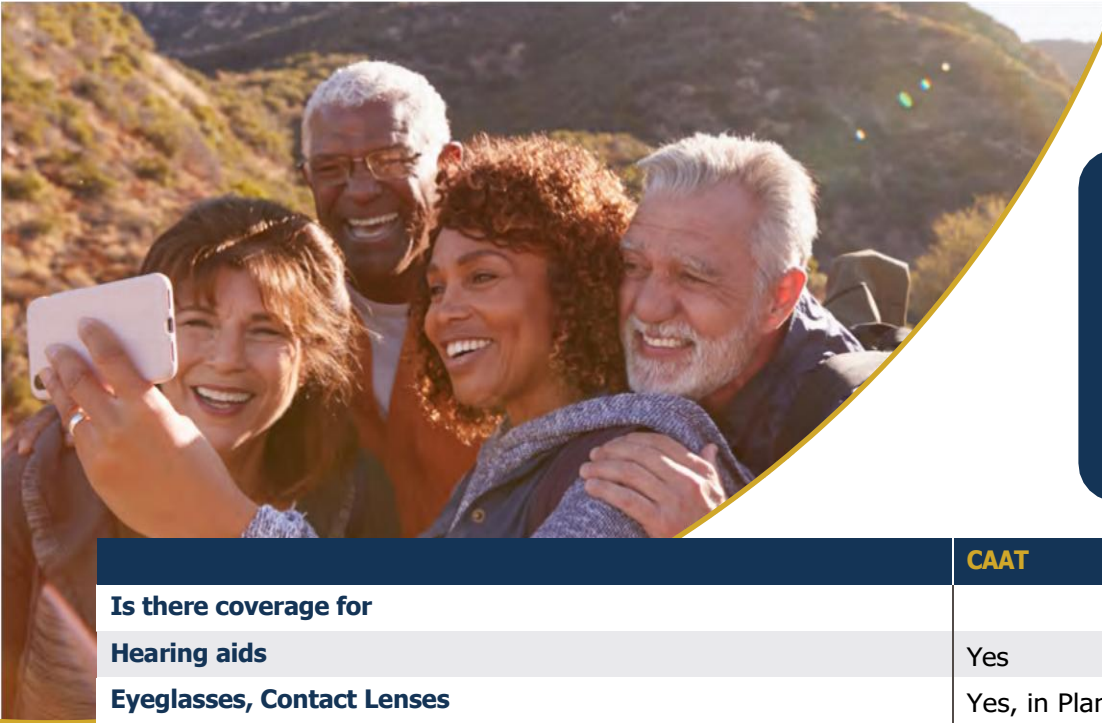
Health Insurance

Comparison chart

This form can make it easier to see how the CAAT Retiree Benefits Program measures up to others.

	CAAT	Other Plan	Other Plan
Will my benefits expire when I reach a certain age? Some plans won't cover drugs after a certain age	No, although there may be changes under Life Insurance (see page 5)		
Do I have to do a medical exam or answer health questions?	No		
Is there an annual maximum for drugs? There is significant drug coverage available	Yes, \$100,000		
Is there a lifetime maximum for drugs? If you've recovered from a serious illness, you won't have to worry that you've used up your drug coverage	No		
Is there a lifetime maximum for other expenses? No need to make hard decisions, "in case you need the coverage later"	No		
Is there an annual maximum for other expenses?	Yes		
Will the premiums go up based on age? Some plans increase as you age – when you really need the coverage	No		
Why might my premiums increase?	Your premiums could increase based on factors like plan experience (use) and legislation Yes		
Do I get Sun Life Medical Second Opinion, by Dialogue coverage? Sun Life Medical Second Opinion, by Dialogue is a medical diagnosis service to help you feel more certain about a medical diagnosis or treatment. The service is available through the Lumino Health Virtual Care app, via mobile or web. It'll also be accessible through a dedicated toll-free phone line.	Yes		
Is there travel insurance? Why not? It comes down to value. The CAAT Plan focuses on providing comprehensive benefit coverage to protect your long-term health care needs. Only 15% of retirees travel. Why pay for a benefit you may not use, or will use less frequently later in retirement?	No		





Important

Is coverage available any time I wish to apply?

You can only apply within 31 days of retirement and if your pension starts immediately upon your retirement.

	CAAT	Other Plan	Other Plan
Is there coverage for			
Hearing aids	Yes		
Eyeglasses, Contact Lenses	Yes, in Plan 1 only		
Cataract lenses	Yes		
Orthopaedic shoes and orthotics	Yes		
Semi-private hospital stay	Yes, in Plan 1 only		
Private duty nursing	Yes		
Medical supplies	Yes		
Lab tests	Yes		
Walkers	Yes		
Scooter or electric wheelchair	Yes, electric in Plan 1, manual in Plan 2		
Comfort Items	Yes		
Diabetic/colostomy	Yes		
Prosthetic Equipment	Yes		
Ambulance	Yes		
Acupuncturists	Yes		
Audiologists	Yes		
Chiropractors	Yes		
Chiropodists	Yes		
Massage Therapists	Yes		
Naturopaths	Yes		
Occupational Therapists	Yes		
Ophthalmologists/optometrists	Yes		
Osteopaths	Yes		
Physiotherapists	Yes		
Podiatrists	Yes		
Psychologists	Yes		
Psychotherapists	Yes		
Social Workers	Yes		
Speech Therapists	Yes		

CAAT Retiree

Benefits Program – Highlights



Here's a high-level overview of the retiree benefit plans you can choose from.

NOTE: You must have provincial or territorial health care plan coverage in order to participate in the CAAT Extended Health Care and Dental plans.

LIFE INSURANCE

Basic \$10,000 lifetime (Academic retirees: coverage terminates at age 75)

Additional Units of \$5,000 up to \$490,000; coverage terminates at age 65

EXTENDED HEALTH CARE

	Plan 1	Plan 2
Deductible	No deductible	No deductible
Overall maximums	Unlimited unless stated otherwise	Unlimited unless stated otherwise
Semi-private hospital	Reimbursement: 100% semi-private room coverage Maximum: Reimbursement is unlimited in Canada The plan also covers the cost of palliative care in a hospital or hospice	No coverage
Drugs	Reimbursement: 100% for generic drugs and 85% for brand name drugs and all other expenses. Maximum: \$100,000 per person, per calendar year Drug substitution limit: Charges in excess of the lowest priced equivalent drug are not covered unless the doctor specifies in writing that "no substitution" for the prescribed drug may be made.	Reimbursement: 75% for generic drugs and 60% for brand name drugs and all other expenses. Maximum: \$100,000 per person, per calendar year Drug substitution limit: Charges in excess of the lowest priced equivalent drug are not covered unless the doctor specifies in writing that "no substitution" for the prescribed drug may be made.
Hearing Aids	Reimbursement: 100% Maximum: \$3,000 per person every three benefit years	Reimbursement: 100% Maximum: \$3,000 per person every three benefit years
Vision	Reimbursement: 100% Maximum: \$300 every 2 benefit years for adults and each benefit year for dependent children under 18	No coverage

EXTENDED HEALTH CARE

	Plan 1	Plan 2
Paramedical <ul style="list-style-type: none"> • Acupuncturist • Audiologist • Chiropodist • Chiropractor • Massage therapist • Naturopath • Occupational therapist • Ophthalmologist or optometrist • Osteopath • Physiotherapist • Podiatrist • Psychologist • Psychotherapist • Social worker • Speech therapist 	Reimbursement: 85% Maximum: \$2,000 per person per calendar year for all practitioners combined Includes one X-ray per applicable specialty, per calendar year	Reimbursement: 65% Maximum: \$1,000 per person, per calendar year for all practitioners combined Includes one X-ray per applicable specialty, per calendar year
Cataract Lenses	Reimbursement: 85% Maximum: \$950/eye/lifetime	Reimbursement: 85% Maximum: \$200/eye/lifetime
Orthopaedic shoes or orthotics	Reimbursement: 85% Includes custom-made orthopaedic shoes or custom-made orthotics. The plan will reimburse up to a combined maximum of 3 pairs for persons under 8 years old, 2 pairs for persons between 8 and 18 years old and 1 pair for persons aged 18 and above in a calendar year	Reimbursement: 85% Includes custom-made orthopaedic shoes or custom-made orthotics. The plan will reimburse up to a combined maximum of 3 pairs for persons under 8 years old, 2 pairs for persons between 8 and 18 years old and 1 pair for persons aged 18 and above in a calendar year
Private duty nursing (out of hospital)	Reimbursement: 85% Maximum: \$25,000 per claimant per calendar year	Reimbursement: 85% Maximum: \$25,000 per claimant per calendar year
Medical supplies	Reimbursement: 85% Eligible expenses include: <ul style="list-style-type: none"> • Wigs required as a result of an illness or following chemotherapy • Oxygen and its administration • Casts, splints, braces, trusses or crutches Includes 50% reimbursement for medically necessary insulin infusion pumps up to a maximum of \$2,500 per person every 10 years	Reimbursement: 85% Eligible expenses include: <ul style="list-style-type: none"> • Wigs required as a result of an illness or following chemotherapy • Oxygen and its administration • Casts, splints, braces, trusses or crutches Includes 50% reimbursement for medically necessary insulin infusion pumps up to a maximum of \$2,500 per person every 10 years
Diagnostic services	Reimbursement 85% Lab tests performed in a commercial lab	Reimbursement 85% Lab tests performed in a commercial lab
Walkers	\$150 every 5 years	No coverage
Scooter or electric wheelchair/manual wheelchair	\$6,000 every 5 years	Manual wheelchair coverage only
Comfort items	Reimbursement: 85% Expenses include: <ul style="list-style-type: none"> • Elevated toilet seat, shower chair, bed, bathtub and toilet rails, commode • Outdoor wheelchair ramp: Once per lifetime up to \$2,000 and requires a predetermination before purchase. 	Reimbursement: 85% Expenses include: <ul style="list-style-type: none"> • Elevated toilet seat, shower chair, bed, bathtub and toilet rails, commode • Outdoor wheelchair ramp: Once per lifetime up to \$2,000 and requires a predetermination before purchase.

EXTENDED HEALTH CARE

	Plan 1	Plan 2
Diabetic/colostomy supplies	Reimbursement: 85%	Reimbursement: 85%
Prosthetic equipment	Reimbursement: 85% <ul style="list-style-type: none"> Artificial eyes and limbs (excluding myoelectric and microprocessor appliances) including repairs and replacement when medically necessary External breast prosthesis and surgical bras up to \$600 per person per benefit year 	Reimbursement: 85% <ul style="list-style-type: none"> Artificial eyes and limbs (excluding myoelectric and microprocessor appliances) including repairs and replacement when medically necessary External breast prosthesis and surgical bras up to \$600 per person per benefit year
Ambulance	Reimbursement: 85% <p>Medically necessary transportation in a licensed land ambulance to the nearest hospital.</p> <p>For transportation in a licensed air ambulance, the plan will reimburse up to a maximum of what would have been payable for a local land ambulance trip</p>	Reimbursement: 85% <p>Medically necessary transportation in licensed land ambulance to the nearest hospital.</p> <p>For transportation in a licensed air ambulance, the plan will reimburse up to a maximum of what would have been payable for a local land ambulance trip</p>
Sun Life Medical Second Opinion, by Dialogue	<p>Sun Life Medical Second Opinion, by Dialogue helps you navigate the health care system, helping you get the right diagnosis, the right treatment and peace of mind.</p> <p>Sun Life Medical Second Opinion, by Dialogue provides:</p> <ul style="list-style-type: none"> Expert Second Opinion Mental Health Care Navigation Find a Medical Specialist <p>The service is available through the Lumino Health Virtual Care app, via mobile or web. It is also accessible through a dedicated toll-free phone line.</p>	<p>Sun Life Medical Second Opinion, by Dialogue helps you navigate the health care system, helping you get the right diagnosis, the right treatment and peace of mind.</p> <p>Sun Life Medical Second Opinion, by Dialogue provides:</p> <ul style="list-style-type: none"> Expert Second Opinion Mental Health Care Navigation Find a Medical Specialist <p>The service is available through the Lumino Health Virtual Care app, via mobile or web. It is also accessible through a dedicated toll-free phone line.</p>

DENTAL

Covered Services	Plan 1	Plan 2
Basic & Preventive	100%	No Coverage
Endodontic, Periodontal & Dentures	100%	100%
Crowns, Bridges, Inlays & Onlays	50%	50%
Orthodontia	50%	No Coverage
Plan Maximums		
Calendar Year	\$2,000 – Basic, Endodontics, Periodontal & Dentures plus \$2,000 – Crowns, Bridges, Inlays & Onlays	\$2,000 all covered services combined (excludes Basic, Preventive and Orthodontics)
Lifetime	\$2,500 – Orthodontics	N/A

NOTE: The College Employer Council may amend these plans from time to time. This brochure is only a summary of the CAAT Retiree benefits program and is not a legal document. Any decisions to pay a claim will follow the group contract.



Important

ONE chance to get this key coverage

You have only **ONE** opportunity to get CAAT Retiree Benefit coverage – and that's **at the time of your retirement**. To be eligible, your College Benefits Administrator must receive your application within **31 days** of your retirement date!

To sign up for benefits, please contact your College Benefits Administrator.

Benefits are underwritten by Sun Life Assurance Company of Canada.



COLLEGE
EMPLOYER
COUNCIL

CONSEIL DES
EMPLOYEURS
DES COLLÈGES