

Group Insurance Highlight Sheet

(For appointments of one year or more and working a minimum of 17.5 hours per week)

Group Life Insurance (compulsory)

Underwritten by SSQ insurance

- Immediate eligibility
- 3 x Annual Earnings
- Overall benefit maximum: \$1,200,000
- Non-evidence maximum: \$779,000
- Benefits reduce by 50% at age 65
- Benefits reduce to a flat rate of \$20,000 at age 70
- Benefits reduce to a flat rate of \$10,000 at age 75
- Coverage terminates at the earlier of retirement/resignation or at age 85
- Conversion Option
- Employee life only

Monthly premiums paid by Brandon University (current monthly premiums \$0.18/\$1,000 of benefit. Premiums paid by BU are a taxable benefit to employee).

Long Term Disability (compulsory)

Underwritten by SSQ insurance

- Immediate eligibility
- 66.67% of the first \$4,500 of monthly income, plus 40% of excess; and 6% contribution to the University pension plan
- Benefit maximum: \$15,000 / month
- Non-evidence maximum: \$12,400 / month
- 180 day elimination period
- Definition of disability: 5 year (60 months) "Own Occupation"
- Non-taxable benefit
- Coverage terminates at age 65

Monthly premiums paid by employee (current monthly premiums \$2.04/\$100 of benefit).

Voluntary Accidental Death & Dismemberment (optional)

Underwritten by SSQ insurance

- Immediate eligibility
- Available in units of \$10,000
- Overall benefit maximum: \$500,000
- Terminates at age 70
- Employee or Family coverage

Monthly premiums paid by employee (current monthly premiums are \$0.15/\$10,000 of benefit for employee only and \$0.25/\$10,000 of benefit for family).



Flexible Benefits include Extended Health Care, Dental and Vision

Administered by Manitoba Blue Cross

- Flexible Benefits Plan has 4 options of equal value for Extended Health, Dental and Vision.
- Refer to the Flex Option Summary for a breakdown of each option

Monthly premiums paid by Brandon University. Current monthly rates are \$72.45 single (includes \$3.55 Out of Country travel), \$145.00 couple (includes \$7.10 Out of Country travel), and \$234.75 family (includes \$7.10 Out of Country travel). This is not a taxable benefit.

Health Spending Account

Administered by Manitoba Blue Cross

- Coverage effective first of month coincident with or next following thirty (30) days of employment
- Any service or item that is eligible to be claimed as a medical expense on your tax return may be claimed
- Claim payments are issued when there is reimbursement for another health care expense. In the absence of that, claims will be held until HSA expenses incurred total \$101
- Any claims less than \$101 will be paid out at the end of the benefit year

Plan paid for by Brandon University



Brandon University Retirement Plan

(compulsory to all regular/term employees with a contract of a year or more or whose earnings exceed 25% of the yearly maximum pensionable earnings and optional for other eligible employees)

- Contribution rates – employee 8% of salary, decreases to 6.2% of salary between \$3,501 and \$64,900 (2022), 8% for salary between \$64,901 and \$118,220 (2022) and employer – 8.78% of salary
- Defined benefit – 2% x best 5 year average earnings x years of credited service
Minus 0.6% of best 5 year average CPP earnings x years of credited service since January 1, 1990
- Early retirement without reduction where age plus “service” equal 85, minimum age 60 (“service” is service since date of joining plan)
- Early retirement with reduction of 1/3% per month – age 55 but not age plus service equal 85, minimum age 60. Reduction applied from unreduced date assuming the member had remained with the University
- Normal form of pension is payable for life of member with 5 year guarantee period

For detailed information on all employee benefits, please visit:

<http://www.brandonu.ca/hr/benefits/>

Or contact:

Nicky Kreshewski, Human Resources Officer at kreshewskin@brandonu.ca or (204) 727-7442