



UBC Emeritus College

Information for Professors Extending Their Employment at UBC Beyond Age 65

Do you know that under certain conditions your UBC health and other insurance benefits terminate?

1st condition

If you have reached the “normal” retirement age of 65 and decide to begin receiving payments from your UBC Faculty Pension Plan*, your benefits under the UBC Active Employee Plan terminate, regardless of whether you are still working.

Which benefits cease?

They are: Extended Health, Dental Care, Employee and Family Assistance Program, Basic Life Insurance and Employee and Spouse Optional Life/Accidental Death and Dismemberment and Income Replacement Plan coverage. In addition, payroll deduction of your BC Medical Services Plan premiums ceases.

2nd condition

If you have reached your “normal” retirement age of 65 and continue participation in the UBC Faculty Pension Plan*, your benefits under the UBC Active Employee Plan continue, but in a slightly modified form.

Which benefits continue?

They are: BC Medical Services Plan premiums (if payment is by payroll deduction), Extended Health, Dental Care, Employee and Family Assistance Program, Basic Life Insurance (coverage reduces from 2 to 1 times annual salary, up to \$300,000) and Employee Optional Life/Accidental Death and Dismemberment coverage.

Which benefits cease?

They are: Spouse Optional Life/Accidental Death and Dismemberment and Income Replacement Plan coverage.

Note: If you choose to begin receiving payments from the UBC Pension Plan prior to the end of the calendar year in which you turn 71**, all of your benefits under the UBC Active Employee Plan terminate, regardless of whether you are still working.

3rd condition

You must choose an income option for your UBC Faculty Pension Plan* funds prior to the end of the year in which your turn age 71**.

Which benefits cease?

All benefits that you are enrolled in under the UBC Active Employee Plan terminate on the last day of the calendar year in which you turn 71, regardless of whether you are still working. The payroll deduction of your BC Medical Service Plan premiums also ceases.

What are your options when your UBC benefits end?

Health Insurance Coverage: You have the options of enrolling in one or more of the following:

1. UBC's *Retirement and Survivor Benefits Program*: Extended Health, Dental Care, and/or Employee and Family Assistance Program (EFAP). (You can also arrange for UBC to deduct your BC Medical Service Plan premiums from your salary);
2. Johnson Inc. insurance which is available:
 - a) if you meet UBC's criteria for emeritus status (combined age + full-time years of service=70) even though you haven't been granted this status officially by UBC; or
 - b) to those who don't meet UBC's criteria for emeritus status but are nonetheless eligible for membership in the UBC Emeritus College (even though still working).

Johnson Inc. offers two plans: a) Combined Extended Health Care with or without Emergency Travel Insurance Plan; and b) MEDOC Emergency Travel Insurance;

3. Retired Teachers of Ontario insurance (RTO) which is available:
 - a) if you have been employed by a university and
 - b) you take out a membership, annually in RTO

RTO offers a combined Extended Health Care/Emergency Travel Insurance Plan. (This plan is administered by Johnson, Inc.)

4. Any other plan of your choice;
5. Alternatively, you may prefer to self-insure, saving on the cost of premiums and paying out-of-pocket for your expenses.

Life Insurance Coverage: You have the option of converting your Basic Life Insurance and Employee and Spouse Optional Life/Accidental Death and Dismemberment coverage from a group to an individual policy, without having to provide medical evidence to Sun Life. Other insurance agencies may require medical evidence.

Is there a time limit to take advantage of the above options? Yes!

Please contact the appropriate benefits specialists listed below to obtain information about the strict time deadlines and how to meet them.

Does UBC Human Resources notify you about upcoming changes to your benefits if you are still working at UBC? Yes!

A letter is sent by Campus Mail to your Departmental mailing address one year before your “normal” retirement date of age 65 and a 2nd letter is mailed one year before the end of the calendar year in which you turn age 71. If you have any questions about your letter, or have not received one, please contact:

Janet McHugh, (UBC Benefits Administrator)
604.822.6823 -- janet.mchugh@ubc.ca

Is All of This Confusing and Somewhat Overwhelming? UBC resources you can turn to...

Excellent information and guidance are available from the following UBC resources:

UBC Active Health and Dental Benefits:

Janet McHugh, (UBC Benefits Administrator) Human Resources
604.822.6823 - janet.mchugh@ubc.ca -- <http://www.hr.ubc.ca/wellbeing-benefits/>
600 (6th Floor) 6190 Agronomy Road Vancouver BC V6T 1Z3

UBC Retirement & Survivor Benefits Program

Julia Carandang (UBC Retirement Benefits Administrator) Human Resources
604.822.4580 -- julia.carandang@ubc.ca -- <http://www.hr.ubc.ca/wellbeing-benefits/>
600 (6th Floor) 6190 Agronomy Road, Vancouver BC V6T 1Z3

Life Insurance Benefits

To convert life insurance coverage to an individual policy with Sun Life, contact Sun Life directly at 1-877-893-9893 and speak with a Sun Life insurance representative (Current Policy 050555-G-014)

UBC Faculty Pension Plan:

Lorraine Heseltine (Member Service Specialist)
604.822.3485 -- lorraine.heseltine@ubc.ca -- www.pensions.ubc.ca
201–2389 Health Sciences Mall, Vancouver, BC V6T 1Z3

UBC Emeritus College

We strongly recommend that you consult the extensive report prepared by the College, *Choosing Extended Health and Travel Insurance to Meet Your Specific Needs*. This report can be viewed and downloaded from www.emeriti.ubc.ca/benefits .

Sandra van Ark (UBC Emeritus College Office Administrator)

604.822.1752 admin@emeriti.ubc.ca -- www.emeriti.ubc.ca/

Rm 4004, 3rd Floor Copp Building, 2146 Health Sciences Mall, UBC,
Vancouver, BC V6T 1Z3

Paul Marantz (Chair, UBC Emeritus College Benefits Committee) paul.marantz@ubc.ca

If you wish to consult *Johnson Inc.* regarding health insurance for emeriti and those eligible for membership in UBC Emeritus College: (NB: the following contacts are for UBC versus general public)

- Extended Health Care with or without Emergency Travel Insurance Coverage
1.866.799.0000 – pbservicewest@johnson.ca -- www.johnson.ca/ubc/en/bc
- MEDOC (Emergency Travel Insurance only) 1.866.606.3362 --
<https://www.johnson.ca/travel/medoc/splash-en.jsp>

If you wish to consult *RTO (Retired Teachers of Ontario)* about the extended health insurance/emergency travel insurance plan for university faculty and staff:

<https://www.rto-ero.org/group-insurance-plans/rtoeros-group-insurance-plans/extended-health-care-plan> Or, call 1.877.406.9007 and identify yourself as being affiliated with UBC and CURAC (College and University Retiree Associations of Canada).

UBC Faculty Association

604.822.3883 -- faculty.association@ubc.ca -- www.facultyassociation.ubc.ca 112-1924
West Mall Vancouver, BC V6T 1Z2

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- * Note: the loss of UBC insurance benefits is not triggered by:
 - transfers or lump sum cash payments from funds accumulated by a member's voluntary contributions and/or transfers-in from other registered plans; or
 - the receipt of payments from the Canada Pension Plan.

** The *Income Tax Act* of Canada requires pension plan members (or surviving spouses) to convert to an income option by the end of the calendar year in which they turn 71.

As with all information distributed by UBC Emeritus College we are not acting as advocates for specific action nor are we representing the College as an expert in areas discussed.

This document can be found at <https://www.emeriti.ubc.ca/sites/default/files/Employment-Beyond-Age-65.pdf>