



Information for Faculty Members Extending Their Employment at UBC-Vancouver & UBC-Okanagan 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.

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: Extended Health, Dental Care, Employee and Family Assistance Program, Basic Life Insurance (coverage reduces from 2 to 1 times annual salary, up to a maximum of \$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.

.....

*HR website: <https://hr.ubc.ca/benefits/life-events-and-your-benefits/working-past-age-65>

****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. (Collective Agreement 2019-2022 Part 2 Article 7.12)

3rd condition

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

*** 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.

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.

Note: Loss of UBC life and health insurance benefits is not triggered by:

- transfers or lump sum cash payments from funds accumulated by a member's voluntary contributions to the UBC Faculty Pension Plan and/or transfers-in from other registered plans; or
- the receipt of payments from the Canada Pension Plan.

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).
2. Johnson Inc. insurance which is available:
 - a) if you have retired from employment at UBC
 - b) if you work past age 65 and receive payments from the UBC FPP
 - c) if you continue to work past age 71 at UBC (and are therefore no longer eligible for regular UBC extended health insurance).

Johnson Inc. offers two plans: a) Combined Extended Health Care (with or without an 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 Canadian university; and
 - b) you take out a membership annually, in RTO (first calendar year free)

RTO offers a combined Extended Health Care/Emergency Travel Insurance/ Hospital Plan, as well as separate Hospitalization Insurance.

4. Any other plan of your choice (e.g., Blue Cross);
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 deadline 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!

An e-mail letter is sent to you one year before your “normal” retirement date of age 65 and a 2nd email 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: benefitsinfo@hr.ubc.ca or 604.822.8111. Ask to speak to a Benefits Team member.

If This is Confusing and Somewhat Overwhelming, there are UBC and other resources you can turn to...

UBC Active Health and Dental Benefits: (benefits while still employed)

The UBC Benefits Team: benefitsinfo@hr.ubc.ca <https://hr.ubc.ca/benefits>
600 (6th Floor) 6190 Agronomy Road Vancouver BC V6T 1Z3

UBC Retirement & Survivor Benefits Program (RSB) for the UBC Sun Life retirement plan

benefitsinfo@hr.ubc.ca 604.822.4580 [Retirement & Survivor Benefits](https://hr.ubc.ca/benefits)
(<https://hr.ubc.ca/benefits/benefit-plan-details/retirement-survivor-benefits>)
600 (6th Floor) 6190 Agronomy Road Vancouver BC V6T 1Z3
UBC-O Jacky Ivans (Relocation and Benefits Associate) jacky.ivans@ubc.ca
250.807.8928

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 -- <https://www.pensions.ubc.ca>
201–2389 Health Sciences Mall, Vancouver, BC V6T 1Z3

UBC Emeritus College

We strongly recommend that you consult the extensive guide to health and travel insurance prepared by the Emeritus College, *Choosing Extended Health and Travel Insurance to Meet Your Specific Needs*: <https://emerituscollege.ubc.ca/health-and-travel-insurance-options>

- Christina Girardi (UBC Emeritus College, Office Assistant Administrator)
604-827-6359 office@emerituscollege.ubc.ca <https://emerituscollege.ubc.ca>
Room 110 Ponderosa Office, Annex F, 2008 Lower Mall, UBC, Vancouver, BC V6T 1Z2
- Co-Chairs, UBC Emeritus College Benefits Committee: Paul Marantz
paul.marantz@ubc.ca or Joost Blom blom@allard.ubc.ca

UBC Faculty Association

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

Johnson Inc§

For extended health insurance (with or without emergency travel insurance) 1-877-989-2600 (Option #2) 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.aspx>

§ Please note: Any issue of eligibility that arises under the Johnson, Inc-UBC Emeritus College agreement should be taken up with the Emeritus College office.

RTO (Retired Teachers of Ontario) If you wish to consult RTO about the extended health insurance/emergency travel/hospital insurance plans for university faculty and staff: <https://rtoero.ca/insurance/> Or, call 1.877.406.9007 and identify yourself as being affiliated with UBC and CURAC (College and University Retiree Associations of Canada). [Note: This plan is administered by Johnson Inc. Alternate contacts www.rtoero.johnson.ca healthbenefits@johnson.ca 1-800-361-9888]

.....

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. Information above is subject to change, and we cannot guarantee its accuracy.

This document can be found at:

<https://emerituscollege.ubc.ca/sites/emerituscollege.ubc.ca/files/documents/Past65Employment.pdf>