

NEW INSURANCE PROVIDER - Q AND A

LONG-TERM DISABILITY (LTD)

Q1: What is happening to my LTD premium/rate effective September 1?

A1: Your LTD premium/rate will not change on September 1 due to the switch to the new insurer, OTIP. The rates will remain unchanged until August 31, 2027. However, your premiums will increase whenever there is an adjustment to your annual salary.

Q2: Why are we switching to OTIP?

A2: There were three contenders in the request for proposals (RFP) process. Canada Life, the current insurer, and OTIP were selected to participate in an interview/presentation. OTIP offered the most competitive rates, and a longer rate guarantee, together with additional supports and services that will be beneficial to Members.

Q3: What are these additional services and supports?

A3: These include

- Early Intervention (EI) Program: Available early in a Member's sick leave, the EI program provides confidential and proactive support to ensure Members have access to evidence-based treatment for their medical condition. The EI program offers a full suite of unique programming aimed at helping Members successfully return to work. The services under this program are available at no additional cost to Members.
- Lead Pharmacist Program: Unique in the industry, OTIP offers Members in the EI program or on disability the opportunity to consult with a pharmacist about their medications, potential medications and discuss overall wellness through the lens of a pharmacist.
- All Members will retain access to their Starling Minds mental fitness program services. In addition, OTIP will provide all Members with access to additional programs and services that will
 - help Members looking to gain control over or manage alcohol/substance use issues
 - allow Members to complete a confidential, anonymous self-assessment of their risk for mental health disorders
 - help provide medical and emotional support to plan members and their families after a cancer diagnosis.

Q4: What other supports/services does OTIP provide to LTD claimants?

A4: Additional supports and services provided by OTIP to LTD claimants include

- LTD claim application assistance
- LTD claim appeal assistance
- CPP Disability assistance

Q5: Does OTIP have the experience and resources to support Members?

A5: Yes. OTIP provides LTD coverage to approximately 140,000 plan members, mostly from within the education sector.

Q6: Will I need to submit a new application for my LTD/optional life/AD&D coverage?

A6: No. All current coverage and payment methods will remain the same.

Q7: Do I need to take any steps to ensure that my coverage remains the same?

A7: No action is required; your current coverage will remain unchanged.

Q8: What will be the process if I need to submit an LTD claim before September 1; which insurer will assess the claim?

A8: Since the date of disability would be prior to September 1, the claim would be assessed by Canada Life, the current insurer.

Q9: If I am currently using my short-term sick leave and will need to transition to LTD, what should I do?

A9: If you have not yet reached out to us, contact us at ltdclaims@principals.ca

OPTIONAL/SPOUSAL LIFE INSURANCE

Q10: Is there a general premium/rate increase?

A8: There will be no increase to the optional life/AD&D coverage, guaranteed for two years.

Q10: What about the age-band increase?

A10: There will be an increase if you moved into a new age-band between September 1, 2023, and August 31, 2024. You remain in an age band for five years, then you move to the next band, resulting in a change in premiums. To determine your applicable age-band and new rates, see the [rate schedule](#).

Q11: When does the age-band increase take effect?

A11: You should expect to see an increased withdrawal from your bank account on/around September 1st or according to your pay schedule for deductions made via payroll (Algoma, Halton, Hamilton, Grand Erie, Greater Essex, and Rainy River DSBs).

Q12: Do I have to maintain term life insurance under this plan?

A12: No. The coverage through the OPC is optional and is in addition to the basic life insurance provided under the ONE-T plan.

Q13: What is the maximum coverage I can apply for?

A13: You can apply for term life insurance up to a maximum amount of \$300,000.

Q14: Will I need to provide medical evidence of good health for the excess coverage?

A14: Yes.

Q15: Can I cancel or reduce my coverage?

A15: Yes. Email opcbenefits@principals.ca and you will be provided with the appropriate application.

Q16: Why am I getting this notice since I requested cancellation of my LTD/OLIF coverage?

A16: This message is being sent to all current plan members. Terminations are effective at the end of the month. No action is required if your request for termination was submitted.

Q17: Do I need to notify the OPC of my retirement?

A17: Yes. If you have not yet notified us, email membership@principals.ca and include the retirement date.