

NOVA SCOTIA TEACHERS UNION GROUP INSURANCE PROGRAMS

WHAT HAPPENS TO MY BENEFITS WHEN I RETIRE?

PRESENTATION
PUBLIC SCHOOL / PSAANS / APSEA

2023 – 2024

"THE INFORMATION CONTAINED WITHIN THIS PRESENTATION IS
NOT COMPLETE WITHOUT COMMENTARY"



Agenda

Contact Information

NSTU Group Insurance Programs

❖ Coverage Highlights

Member Assistance Programs (MAP)

❖ Coverage Highlights





Insurance Trustees

The trustees are teachers working for teachers to ensure our members have comprehensive health benefits.

NSTU Group Insurance Trustees

Karen Nottage, Chair	(Annapolis Valley Region)
Joël Chiasson	(Cape Breton-Victoria Region)
Krissy Brewer	(Halifax Region)
Janie Lumsden	(Strait Region)
Byron Butt	(Southwest / Tri-County Region)
Wade VanSnick	(Chignecto-Central Region)

Government Appointees

Sherman England
Andrew Coates

NS Community College Appointee

Bruce Spares

NSTU Staff Liaison Officers

Kyle Marryatt
Paul Boudreau



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Life Insurance / Accidental Death & Dismemberment (AD&D) Insurance Coverage Highlights

Active Member

Basic Life	\$50,000	
Basic Accidental Death & Dismemberment	\$50,000	
Critical Illness	\$2,000 (lump sum payment)	
Dependent Life	Spouse	\$3,000
	Each Child	\$1,500

- New members are automatically insured for this benefit.
- Province of Nova Scotia pays 100% of premium for all active members.



The Insurer for your Provincial Master Life Plan is **Manulife Financial**.

The Insurer for your Provincial Master AD&D Plan is **Beneva**.



Life Insurance / Accidental Death & Dismemberment (AD&D) Insurance Coverage Highlights

Retired (Under Age 65)

Basic Life	\$50,000	
Basic Accidental Death & Dismemberment	\$50,000	
Critical Illness	\$2,000 (lump sum payment)	
Dependent Life	Spouse	\$3,000
	Each Child	\$1,500

- Coverage may be continued at the same premium rate as an active member.
- The premium (**current rate: \$8.40**) is paid 100% by you and deducted from your Nova Scotia Teacher's Pension.



The Insurer for your Provincial Master Life Plan is **Manulife Financial**.

The Insurer for your Provincial Master AD&D Plan is **Beneva**.



Life Insurance / Accidental Death & Dismemberment (AD&D) Insurance Coverage Highlights

Retired (Age 65 & Over)

Retiree Life	\$10,000
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- All coverage cancels at the end of the month of your 65th birthday.
- You will automatically be transferred to the Retiree Life benefit with the option to opt out.
- The premium is paid 100% by you and deducted from your Nova Scotia Teacher's Pension.
- Conversion option available.

Current Rate: \$17.00



The Insurer for your Provincial Master Life Plan is **Manulife Financial**.



Health Insurance – Total Care Medical Plan Coverage Highlights

Active Member

Hospital Benefits	100% of semi-private room – no maximum.
Extended Health Benefits	80% reimbursement for supplies and services. (usual & customary charges and benefit limits apply).
Vision Care	<p>Charges for prescription eyeglasses</p> <ul style="list-style-type: none"> ▪ frames and single lenses up to \$155.00 ▪ frames and bifocal or trifocal lenses up to \$170 <p>Contact Lenses and Laser surgery are eligible in lieu of frames and/or lenses at the same benefit level.</p>
Prescription Drugs	\$5.00 co-pay for each prescription.



Health Insurance Coverage Highlights

Active Member

- **Benefit is not automatic. You must enroll.**
- Province of Nova Scotia pays 100% of premium for Single (**current rate: \$126.20**) and Family (**current rate: \$326.65**) plans.
- Examples of covered expenses under Extended Health Benefit:
 - Paramedical practitioners (massage therapy, physiotherapy, etc.)
 - Supplies (diabetic supplies, medical equipment, etc.)
 - Hearing Aids, Orthopedic shoes, etc.



The Insurer for your Total Care Medical Plan is **Medavie Blue Cross**.



Health Insurance Coverage Highlights

Retired (Under Age 65)

- You can continue coverage under the Total Care Medical Plan.
- Province of Nova Scotia pays 100% of premium for Single (**current rate: \$124.46**) and Family (**current rate: \$320.69**) plans.
- A retired member must enroll in the Plan within sixty (60) days of retirement, or within sixty (60) days of first pension cheque.



The Insurer for your Total Care Medical Plan is **Medavie Blue Cross**.



Health Insurance Coverage Highlights

Retired (Age 65 & Over)

- Your coverage transfers to the Retired Teachers Health Care Plan.
- Province of Nova Scotia pays 100% of premium for:

Member (current rate: \$58.68)
Member and spouse (current rate: \$117.38)
- Prescription drug coverage cancels the first of the month that either member or spouse turns 65. If spouse is under 65, drugs for spouse only are covered at 80% after a \$25.00 annual deductible.
- Drugs covered under Nova Scotia Seniors' Pharmacare Program if 65 or over.
- In the event of your death, coverage continues for your spouse if in receipt of Nova Scotia Teacher's Pension (Province of Nova Scotia pays 100% of premium)



The Insurer for your Total Care Medical Plan is **Medavie Blue Cross**.



Dental Insurance Coverage Highlights

Active Member

Basic Preventative Services	80% reimbursement.
Major Restorative Services	60% reimbursement to a maximum payment of \$1,500 per person per calendar year.
Prosthetic Services	50% reimbursement to a maximum payment of \$1,500 per person per calendar year.
Orthodontic Services	50% reimbursement to a maximum payment of \$2,000 per person lifetime.



Dental Insurance Coverage Highlights

Active Member

Province of Nova Scotia pays 65% of monthly premium for single and family plans.

Member pays 100% of prosthodontic and orthodontic benefits

Member Rates	Single:	\$21.36	Family:	\$45.24
Employer Rates	Single	\$27.49	Family:	\$58.12

- **Benefit is not automatic.**
- **Pre-Determination:** When a planned course of treatment is expected to result in covered Dental expenses of \$500 or more, a detailed description of the planned procedures with an estimate of the charges is to be submitted by the dentist to Medavie Blue Cross.



The Insurer for your Total Care Dental Plan is **Medavie Blue Cross**.



Dental Insurance Coverage Highlights

Retired (Under & Over Age 65)

Member pays 100% of premium

Member Rates	Single:	\$42.83	Family:	\$90.51
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- You can continue coverage under the Dental plan if you are enrolled at date of retirement.
- No termination date.



The Insurer for your Total Care Dental Plan is **Medavie Blue Cross**.



Optional Life Insurance Coverage Highlights

Active, Retired (Under & Over Age 65)		
Member Optional Life	\$100,000 (initial amount not subject to medical evidence of insurability).	
	Additional amounts available in units of \$5,000 up to an overall maximum of \$300,000 (medical evidence of insurability is required).	
Optional Spousal Life	\$50,000 (initial amount not subject to medical evidence of insurability).	
	Additional amounts available in units of \$5,000 up to an overall maximum of \$300,000 (medical evidence of insurability is required).	
Optional Dependent Life	Spouse:	\$10,000
	Each Child:	\$5,000



Optional Life Insurance Coverage Highlights

- 24-month pre-existing condition clause applies.
- Active and Retired members can apply provided they are under age 65.
- At age 70, the benefit will reduce to a maximum of \$50,000. Anyone who has less than \$50,000 of coverage would continue with the lesser amount.
- Coverage cancels the end of the month of your 85th birthday.
- Conversion option available.
- Member pays 100% of premium.



The Insurer for your Optional Life Plan is **Manulife Financial**.



Voluntary Accidental Death & Dismemberment (AD&D) Insurance Coverage Highlights

Active Member

Voluntary AD&D	Coverage available in units of \$5,000 up to \$300,000 (if under age 70). Reduces to \$100,000 age 70–74.
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- Provides **24 hours per day** coverage for accidental loss of life, loss of limbs or loss of use of limbs per the loss schedule.
- Automatically insured for a family plan if you have spouse and/or eligible dependent.
- Can apply for coverage at anytime. No medical evidence required.
- Coverage ceases the end of the month of your 75th birthday. Conversion option available.
- Member pays 100% of premium.



The Insurer for your Voluntary AD&D Plan is **Beneva (formerly SSQ)**.



Voluntary Accidental Death & Dismemberment (AD&D) Insurance Coverage Highlights

Retired (Under Age 65)

Voluntary AD&D	Coverage available in units of \$5,000 up to \$300,000.
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- You must apply or increase coverage at least two months prior to retirement as you must be actively at work on the effective date of coverage.
- Once retired, you cannot apply for coverage or increase your current coverage.
- Coverage ceases the end of the month of your 75th birthday. Conversion option available.
- Member pays 100% of premium at the same rate as an active member. Deducted from your Nova Scotia Teacher’s Pension.



The Insurer for your Voluntary AD&D Plan is **Beneva (formerly SSQ)**.



Voluntary Accidental Death & Dismemberment (AD&D) Insurance Coverage Highlights

Retired (Age 65 & Over)

Voluntary AD&D	Coverage available in units of \$5,000 up to \$300,000 (up to age 70). At Age 70 to 74, benefit reduces to units of \$5,000 up to \$100,000.
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- You must apply or increase coverage at least two months prior to retirement as you must be actively at work on the effective date of coverage.
- Once retired, you cannot apply for coverage or increase your current coverage.
- Coverage ceases the end of the month of your 75th birthday. Conversion option available.
- Member pays 100% of premium at the same rate as an active member. Deducted from your Nova Scotia Teacher's Pension.



The Insurer for your Voluntary AD&D Plan is **Beneva (formerly SSQ)**.



Optional Critical Illness Insurance Coverage Highlights

Active Member, Retired (Under & Over Age 65)

Optional Critical Illness	Available in units of \$10,000 up to \$50,000 with no medical evidence of insurability required. \$10,000 coverage for dependent children. Additional amounts available up to a maximum of \$300,000 – medical evidence required.
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- Lump sum tax free payment if diagnosed with one of the 29 eligible conditions for member and spouse (20 conditions for dependent children). Pre-existing conditions apply.
- Benefits not payable for any life-threatening cancer made within 90 days following effective date and if diagnosed with one of the covered illnesses, there is 30-day survival period.
- Member pays 100% of premium.



The Insurer for your Voluntary AD&D Plan is **Desjardins**.



Long Term Disability (LTD) Insurance Coverage Highlights

Active Member Only

Long Term Disability	70% of gross monthly salary at the time the claim commences – taxable. Elimination period of 90 calendar days, or accumulated sick leave, whichever is greater.
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The LTD Plan is mandatory for all members without the ability to opt out unless the following conditions have been met:

- (1) Plan member is age 65 or has 35 years of pensionable service less accumulated sick leave
- (2) Plan member is at least 64 years of age and has sufficient accumulated sick leave to reach age 65.

Employer cost shares premiums with member by 50%. Premium rate is 1.75% of gross monthly salary.



The Insurer for your Long Term Disability Plan is **Manulife Financial**.



NSED Travel Insurance Coverage Highlights

Active, Retired (Under & Over Age 65)

Emergency Out-of-Province / Canada Medical Insurance Plan

Base Plan	Unlimited trips up to 35 calendar days per trip during the policy year.
Supplementary Plan	Provides coverage for trip that are more than 35 calendar days and up to 210 days per trip. Includes Base Plan.

- Single and Family coverage available, age-banded rates
- Pre-existing conditions apply (please review carefully)
- Member pays 100% of premium. For retired members, the premium is deducted from your Nova Scotia Teacher's Pension.



The Insurer for your NSED Travel Plan is **Medavie Blue Cross**.



NSED Travel Insurance Coverage Highlights

Managed Care

- When a medical emergency occurs, CanAssistance will direct you to a physician or hospital within the Managed Care Network in the vicinity best suited to treat your medical condition.
- If you do not call CanAssistance, your eligible expenses will be reimbursed at 80%, except in extreme circumstances where you are unable to call. In a critical emergency, have someone call CanAssistance on your behalf.

Pro-Rated Premium

In the first year, for first time NSED members only, the annual Base Plan premiums are pro-rated from the date your coverage is effective until the policy renewal, which is September 1st



The Insurer for your NSED Travel Plan is **Medavie Blue Cross**.



NSED Travel Insurance – Trip Cancellation / Interruption Coverage Highlights

Active, Retired (Under & Over Age 65)

Trip Cancellation	Up to \$5,000 per insured person per annual coverage period.
Trip Interruption	Up to a maximum of \$5,000 per insured person for each covered trip
Up to a maximum \$1,000 for baggage and personal effects during a covered trip	

- Available to all members who are enrolled in the NSED Travel.
- Single and Family coverage available, age-banded rates.
- Pre-existing conditions apply (please review carefully).



The Insurer for your NSED Travel Plan is **Medavie Blue Cross**.



NSED Travel Insurance – Trip Cancellation / Interruption Coverage Highlights

Pro-Rated Premium

In the first year, for first time NSED Trip Cancellation / Trip Interruption members only, the annual Base Plan premium is pro-rated from the date your coverage is effective until the policy renewal, which is September 1st.

- Member pays 100% of premium. For retired members, the premium is deducted from your Nova Scotia Teacher's Pension.



The Insurer for your NSED Travel Plan is **Medavie Blue Cross**.



Coverage Highlights

Member Assistance Programs (MAP)

NSTU Counselling Services

- Provides short-term counselling services to members, their partners and dependents
- Provides help and intervention at an early stage of difficulty
- Intervention for schools in conflict and crisis as required
- For long term counselling after assessment, members are referred to an appropriate community-based professional.
- Confidential
- There are 2 counsellors

Funded by the NSTU Group Insurance Trust Fund



Coverage Highlights

Member Assistance Programs (MAP)

Early Intervention Program

- For members working or absent from work experiencing injury or illness and struggling to remain at work or return to work.
- Occupational Therapist – Focus on maintaining or improving a person's independence.
- Can help decrease the incidence and duration of disability.
- Participation is voluntary and confidential.
- EIP staff can travel to your community.
- There are currently 3 Early Intervention Case Coordinators.

Funded by the NSTU Group Insurance Trust Fund



Coverage Highlights

Member Assistance Programs (MAP)

Independent Psychological Consulting Services

- Offered to active members only.
- A Halifax based clinical psychologist will perform psychological assessments for NSTU members in need.
- Purpose to assist NSTU members to access timely assessment which will lead to quicker treatment.
- Reports are forwarded to Member Assistance Program at NSTU for discussion with member.
- Treatment options and direction will be discussed with member.

Funded by the NSTU Group Insurance Trust Fund



Coverage Highlights

Member Assistance Programs (MAP)

Employee and Family Assistance Program

- Active Members / Spouse and Dependent Child(ren).
- Counselling Services.
- Lifestyle and Specialty Coaching Services.
- Depression and Trauma Care Services.
- Key Person Advice Line.
- Crisis Management Services.

Counselling can be provided:

In-person

By phone

Virtually



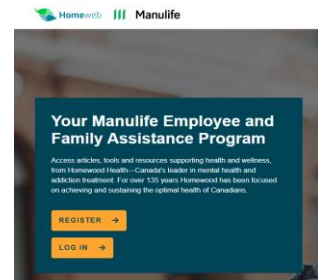
Coverage Highlights

Member Assistance Programs (MAP)

Employee Family and Assistance Program

Access to all online features is available by visiting www.manulifeefap.com or by scanning the QR code below.

Enter plan contract number 39146



Toll-Free Number – 1-877-955-NSTU (6788)

It's free, confidential and easy to access 24 hours, seven days a week.

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Coverage Highlights

Member Assistance Programs (MAP)

Carepath Chronic Disease Program

- If you, your spouse, or dependent children are living with a chronic disease or cancer, Carepath is ready and able to provide you with support.
- Nurse case managers act as partners and advocates for you and your family. They will help you understand your condition, test results and treatments and will follow the most up- to-date guidelines for all chronic conditions to ensure the best possible outcomes.

You can email Carepath at info@carepath.ca or call them at 1-844-453-NSTU (6788).

Funded by the NSTU Group Insurance Trust Fund



Coverage Highlights

Member Assistance Programs (MAP)

Carepath Elder Care Program

- Provides seniors and their families with a nurse case manager to address members' evolving elder care needs.
- Nurse case manager works with you and your family one on one to help you understand and navigate the health care system so you can make informed decisions and appropriate arrangements for care.

You can email Carepath at info@carepath.ca or call them at 1-844-453-NSTU (6788).

Funded by the NSTU Group Insurance Trust Fund



Coverage Highlights

Member Assistance Programs (MAP)



- Multiple levels of Mental Health support to assist you and your immediate family members experiencing mild to severe mental health concerns.
- No waitlists, reach out for support any time to arrange your first appointment within 24-48 hours.
- Access to therapy for as long as you need to reach your goals.
- 24/7 access to digital education materials, mobile therapy apps, and modules that measure progress.

You can email Carepath at info@carepath.ca or call them at 1-844-453-NSTU (6788) or 1-888-393-8267.

Funded by the NSTU Group Insurance Trust Fund



As a NSTU member, you can access the Johnson Inc. "My Insurance" website and view your group benefits and insurance information in a secure environment.

Information is provided in real time and includes fully described benefits, including premium rates, coverage levels, and monthly contributions.

To access or register for the Johnson Inc. "My Insurance" website, go to <https://insurance.johnson.ca> or scan the QR code.

Nova Scotia Senior's Pharmacare Plan Over Age 65

- Pharmacare covers drugs listed as benefits in the Nova Scotia Formulary Coverage Status and becomes effective the first day of month of your 65th birthday.
- Annual premium is \$ 424.00.
- If you receive GIS, then premium is waived.
- Some low-income seniors who do not receive GIS may qualify for reduced premium.
- Co-Pay – 30% per prescription.



Nova Scotia Senior's Pharmacare Plan Over Age 65

Annual Cost:	
Premium –	\$424.00 / person
Co-pay maximum –	\$382.00 / person
Total =	\$806.00

Couple (maximum out of pocket) – \$1,612.00

Different payment options offered and no medical underwriting, or no annual maximums on claims.

Late Applicant Penalties

3 month waiting period

1.5 times premium for 5 years

Exception Status Drugs

Require Medical documentation. Physician has a list of drugs that requires special approval.

Should check with physician to see if medication currently on list or requires approval.



Resources








Please visit the NSTU Group Insurance Trust website at nstuinsurance.ca to or **scan the QR code** to access your Insurance Profile for complete details on the benefits / programs available to you.



belairdirect.
car and home insurance

It pays to be an education professional.
Get straight A's in exclusive savings on car and home insurance.



	
<p>Access these add-ons:</p> <ul style="list-style-type: none"> ✓ With Accident Forgiveness™ your premium won't go up as a result of your first at-fault accident ✓ Stay in the driver's seat with temporary replacement vehicle coverage up to \$ 3,000 	<p>Get extra coverage at no additional cost:</p> <ul style="list-style-type: none"> ✓ Up to \$25,000 in replacement coverage for personal property used in the workplace ✓ Up to \$25,000 in protection for identity theft and cyberattacks
<p>Plus, enjoy access to our popular digital tools</p>	
<p>Take control of your insurance with Client Centre and the belairdirect app.</p>	
 Access your digital proof of auto insurance	 Easily make changes to your insurance policy
 Submit a claim quickly	

Get your quote today: Visit belairdirect.com/educator or call 1-833-887-4626

This presentation is for information only.

Benefits have been described in brief.

Although every effort has been made to ensure that the information presented in this presentation is accurate, if there are variations between the information and the provisions of the policy or insurance contract, the policy/contract will prevail.

If you have any questions, you can contact Johnson Inc. at (902) 453-9543 (local) or 1-800-453-9543 (toll-free).

Thank You!