



IMPROVEMENTS TO BENEFITS

Protecting Your Health and Your Family

At the April 17th, 2016 Special Called Meeting, the membership of IBEW Local 353 heard presentations from Plan Actuary Cameron Hunter and Benefits Consultant Charlene Milton, of Eckler Ltd. Cameron outlined the plan's funded position and investment returns and Charlene described the numerous additional health and life benefits that have been added to our benefit plan.

The membership voted to continue to carry out-of-work members on the benefit plan, to increase the pension contribution for ICI to the maximum allowable by law (to \$7.76), and to approve the addition of voluntary participants to the pension plan. The members voted against moving to an enhanced generic substitution plan for our drug plan. Pharmacists by law in Ontario must dispense the lowest cost alternative to brand name drugs and most of our members choose generic drugs when they are given the option. Kindly consider the costs to our plan in choosing your medications.

This newsletter provides more details on the new benefits available to you and your family. The addition of vaccines for Hepatitis A and B will be of particular interest to our members who like to travel. Our plan will now cover smoking cessation drugs (up to \$500 per lifetime maximum) and Prostate Specific Antigen tests (one per year). Also, to help out our members with hearing difficulties, the hearing aid benefit will increase to \$750 every 3 years. Similarly, a new laser eye surgery benefit has also been added (\$2,000 per eye per lifetime).

The life insurance benefit for active members (not collecting a pension) has increased to \$150,000 and this is matched by an increase to the accident policy at \$150,000. Dependent life coverage has also been arranged so that active members receive \$40,000 on the death of a spouse and \$10,000 on the death of a child.

Of particular note is the critical illness insurance. This is a tax-free payment of \$25,000 to active members (under the age of 65 and not collecting a pension) that are newly diagnosed with one of the twenty-one life-threatening conditions listed on page 3.

As the life insurance and accident insurance have now increased, kindly review your beneficiary online at myTEIBAS.com to ensure we have the most recent beneficiary on file for you. MyTEIBAS.com is now available to all active members, retirees and surviving spouses. Sign up for your account online to see further details about these new benefits.

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Pension Vote

ICI members voted to increase the hourly pension contribution rate by 16¢ to \$7.76, which is the maximum contribution increase allowed by law. This increase also includes the \$0.86 per hour to help pay down the shortfall. At the time of printing, the low-rise members had not yet voted on their pension contribution rate.

WELLNESS FAIR

June 4th from 10 am to 4 pm

South Union Hall, 1377 Lawrence Avenue East

Call us at 416-637-6789 or email wellness@teibas.com to register



New Benefit Improvements for all Members

Taking care of you and your family is important to us and to the members of IBEW Local 353. Below is an overview of the benefit improvements through Great-West Life for all members and their eligible dependants effective **May 1st, 2016**:

Smoking Cessation*

Smoking cessation drugs accompanied by a prescription will be eligible under the plan with a lifetime maximum of \$500.

Travel Vaccine*

Hepatitis A and hepatitis B vaccines prescribed by a physician and administered by a qualified health care practitioner are now covered.

Hearing Aid*

Hearing aid coverage will be increased to \$750 every 36 months.

* subject to reasonable and customary limits

Prostate-Specific Antigen Tests*

PSA testing not covered by OHIP will now be covered by the plan. Limit to one PSA test per year per individual.

Laser Eye Surgery

Laser eye surgery required to correct vision when performed by a licensed ophthalmologist will be covered to a lifetime maximum of \$2,000 per eye. You will remain eligible for \$600 vision care coverage for each 24-month period if you still require prescription eye glasses. Submit pre-determination to Great West Life to confirm eligibility for procedure. Note: Disability coverage is not applicable for lost-time from work when choosing an elective procedure.

Protecting Your Family - Benefits for Active Working Members

For active members of the plan who are not collecting a pension, these benefits are effective **May 1st, 2016**:

Life Insurance & Accident Insurance

Both life insurance and accident (AD&D) coverage for IBEW Local 353 members increased to \$150,000. In the event of member's death, benefits will be paid to the named beneficiary on file at time of death.

Spouse and child life insurance coverage

Coverage for life insurance will be extended to members' named eligible spouse in the amount of \$40,000 and eligible child under age 25 in the amount of \$10,000. Life insurance benefits payable in the event of the death of an eligible spouse or child will be payable tax-free to the member.

Premiums for life and accident insurance paid for by employers will be reported on your annual T4A. Talk to your financial planner or accountant for further information.

Critical Illness

Unexpected illnesses can cause financial difficulties for individuals. Effective May 1st, 2016 critical illness coverage is available to members under age 65 and not collecting an IBEW Local 353 pension. If a member is diagnosed with an eligible condition after May 1st, 2016 the member may be eligible for up to \$25,000 upon approval of their claim. Paid benefits can be used to cover childcare costs, making modifications to your home or however else you choose.

Login to myTEIBAS.com for more details on these important new benefits and to check your beneficiary!

CRITICAL ILLNESS INSURANCE COVERAGE IN YOUR TIME OF NEED

How it works:

Critical illness is a separate benefit from short and long term disability insurance, exclusively for actively working members. If applying for disability benefits, you may also be eligible for a critical illness benefit if you are diagnosed with one of the specifically-listed medical conditions.

Critical illness claims must be submitted within 30 days of accident or diagnosis and proof must be received within 90 days.

You must survive 30 days (180 days for paralysis). After that, if you are eligible for a claim payment but do not survive to receive it, the benefit payment will be made to your named life insurance beneficiary(ies) on file.

Should you be diagnosed with multiple illnesses, it is recommended you submit a claim to determine eligibility.

Contact TEIBAS or the IBEW Local 353 Union Hall to apply for critical illness benefits.

The premiums for critical illness insurance paid for by employers will be reported on your T4A.

Who administers this benefit:

CHUBB will be the insurer of the critical illness benefit. CHUBB will review and adjudicate all critical illness claims submitted to TEIBAS.

What about critical illness before May 1st, 2016?

CHUBB will not pay the benefit amount for any insured condition you were diagnosed with - or treated for - before May 1st, 2016.

****DISCLAIMER:** The information provided here about all benefits is for illustrative purposes only. Should there be any discrepancies between the information provided here and the policy, policy documents will prevail.

Here is the list of diagnoses covered under your critical illness insurance policy:

- Alzheimer's Disease
- Aorta Surgery
- Benign Brain Tumour
- Blindness
- Cancer
- Coma
- Coronary Artery Bypass Surgery
- Deafness
- Dismemberment
- Heart Attack
- Heart Valve Replacement
- Loss of Speech
- Major Organ Failure
- Major Organ Transplant
- Motor Neuron Disease
- Multiple Sclerosis
- Occupational HIV
- Paralysis
- Parkinson's Disease
- Severe Burns
- Stroke

These additional benefits are also included:

- Ductal Carcinoma in Situ (early stage breast cancer)
- Early Prostate Cancer Treatment
- Hip & Knee replacement surgery
- Loss of Independence

Specific eligibility criteria apply to most conditions.

WE WANT TO HEAR FROM YOU!

Do you have a question for us?

Contact us at 416-637-6789 or by email at members@teibas.com

Examples of recent questions:

My dental claim has been denied due to an address discrepancy, what can I do?

It is important to ensure that TEIBAS has your most up to date address on file. Login to myteibas.com to review and confirm your address on file.

How do I login to myTEIBAS.com?

Set up an account at myTEIBAS.com using your email address and GWL drug card. A temporary password will be emailed to you. Once you're logged in, be sure to change your password.

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TEIBAS

Toronto **Electrical**
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Take good care of yourself - attend the WELLNESS FAIR

On June 4th at the South Union Hall at 1377 Lawrence Avenue East from 10am to 4 pm, TEIBAS will be holding our second Wellness Fair for members, retirees and their spouses. Come to browse through the information booths, enjoy the healthy lunch, hear presentations from TEIBAS service providers and a surprise celebrity guest speaker. Please call TEIBAS to register at 416-637-6789 or email us at wellness@teibas.com!



About this bulletin

This bulletin was prepared on behalf of the Trustees of the Local 353 IBEW Trust Funds. It provides summary information about the Local 353 Health and Welfare Plan and the IBEW 353 Pension Plan (registration number 0598235) in plain language. This publication is not intended to provide advice. If there is any discrepancy between this document and the legal documents that govern the plans, the legal documents will apply. The Trustees expect to maintain these benefit plans indefinitely. However, they reserve the right to change or cancel any or all benefits under the Health and Welfare Plan, the Pension Plan, and the SUB Plan for active and retired members, and their survivors and dependants.



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