

Benefit Implications for Employees Working Beyond Age 65

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| Extended Health & Dental | <ul style="list-style-type: none"> Continued coverage in the applicable active employee benefit plan while employed provided the employee continues to meet the eligibility criteria as set out in the respective benefit booklet, University policy or collective bargaining agreement. | |
| Out-of-Province Emergency Medical | <p>MUFA, Clinical Faculty & TMG only</p> <ul style="list-style-type: none"> Continued coverage at up to \$3 million per lifetime (max) until the December 1st of the calendar year in which the employee attains age 75*, and after such time, coverage will decrease for <u>eligible</u> employees to \$10,000 per lifetime. <p><small>*coverage from the December 1st of the year the employee attains age 69 to the December 1st of the year the employee attains age 75 is for <u>employee's only</u> and 60 days; dependents are not eligible for coverage during that time frame.</small></p> | <p>Other (as eligible)</p> <ul style="list-style-type: none"> Continued coverage at up to \$3 million per lifetime (max) until the December 1st of the calendar year in which the employee attains age 69, and after such time, coverage will decrease for <u>eligible</u> employees to \$10,000 per lifetime. |
| Salary Continuance (or Short Term Disability) | <ul style="list-style-type: none"> Continued coverage in the active employee plan while employed as per the respective collective bargaining agreement or University policy. | |
| Sick Bank (SEIU, IOUE) | <ul style="list-style-type: none"> Coverage remains in place while actively employed as per the respective collective bargaining agreement. | |
| Long Term Disability | <ol style="list-style-type: none"> Participation in this plan will end the June 30th following the employee's attainment of age 65 (less the elimination period), and <ul style="list-style-type: none"> after such time, there is no coverage available through McMaster. For Clinical Faculty enrolled in the RBC LTD <u>group</u> plan, participation in the RBC plan will end on employee's 65th birthday, and <ul style="list-style-type: none"> after such time, there is no coverage available through McMaster. | |
| Basic and Optional Group Life | <ul style="list-style-type: none"> Continued coverage in the active employee plans until the December 1st of the calendar year in which the employee attains age 69, and after such time, coverage will decrease for <u>eligible</u> employees to \$5,000 per lifetime. No optional plan coverage is available through McMaster. | |
| Accidental Death & Dismemberment | <ul style="list-style-type: none"> Continued coverage in the active employee plans until the month in which the employee attains age 80. | |

Note: This document is applicable to employees working in Ontario for McMaster University.

The information contained in this document is intended as a brief summary of the main provisions of the benefit plans. As it is a summary only, this document is not intended to have legal effect. For full details of eligibility and benefit provisions and the terms and conditions of the benefit plans, reference should be made to the official benefits booklets and Collective Agreements (where applicable). Further, in the event of any discrepancy or inconsistency, the office plan documents will govern.