

Benefits Bulletin – February 24, 2017

OSSTF District 7, Bluewater

Teachers' Bargaining Unit

Stephen Lau, Vice-President

1 Week Left To Enroll In The New OSSTF Benefits Plan

The deadline for enrolment in the new OSSTF Benefits Plan is fast approaching. Members invited to enroll in the second transition wave have until March 3 to complete enrolment. Visit www.otip.com/loginhelp to learn more.

What you need to do:

1. Refer to the email you received from OTIP for your personal enrolment instructions.
2. Register online at www.otip.com/enrol
3. Review and confirm your personal information and your coverage details to complete your enrolment.
4. Designate a beneficiary for your life insurance.
5. Finish submitting outstanding eligible expenses incurred up to and including January 31 under your previous plan.

If you incurred a claim on or after February 1 but before you had a chance to enroll in the new OSSTF Benefits Plan, your claim may not be processed electronically but you will have the opportunity to submit it for a paper reimbursement.

If you haven't received an email with enrolment instructions, please contact OTIP Benefits Services at 1-866-783-6847, Monday to Friday from 8 a.m. to 8 p.m., and Saturday between 9 a.m. and 3 p.m.

IMPORTANT: If you miss the March 3 deadline, new coverage and/or coverage changes will be subject to approval by the insurer along with any required new evidence of insurability. This could mean limitations or potential denial of coverage.

Our Previous Benefits Plans Terminated January 31, 2017

With the introduction of the new provincial benefits plan, our previous extended health care and dental insurance plan #47902 terminated at midnight on January 31, 2017. As such, any health and/or dental claims incurred prior to midnight on January 31, 2017, should be submitted for processing through our previous plan. In order to be reimbursed, Members **MUST** submit their claims within 90 days of our plan's termination date, which means before May 1, 2017. Any claims submitted after May 1, 2017, for processing under our previous plan will **NOT** be reimbursed. Any outstanding claims will have to be submitted using a paper claim form and cannot be done online. Also, you will not be able to access your claim history in our previous plans online, nor be able to print off any explanation of benefits showing previous claims already paid. However, Members can still call OTIP Services at 1-866-783-6847 for that information if the need arises.

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How To Reduce Your Risk Of Dementia

As our population ages, cases of dementia in Canada are expected to double by 2031. Currently, between 6% and 15% of Canadians aged 65 and older live with some form of dementia.¹

The good news is that there are things you can do to help reduce your risk of dementia.

What is dementia?

Dementia is not a specific disease, but rather a set of symptoms caused by neurological disorders. These include memory loss and difficulties with speaking, thinking and problem-solving that can reduce a person's ability to perform everyday activities. Many diseases can cause dementia. The most common one is Alzheimer's disease, but it can also affect people who suffer from head trauma, Parkinson's disease, Huntington's disease and vascular dementia due to strokes.

Almost 40% of people over the age of 65 experience some form of memory loss²; however, dementia is different. Not being able to recall details about recent events, family members and words are not part of normal memory loss and aging.

Reduce your risk

Making healthy lifestyle choices can go a long way in keeping your brain as healthy as possible as you age. Your brain plays a role in everything that you do, and it needs to be looked after just like the rest of your body. Here are a few tips to keep your brain healthy and strong:

¹ <http://healthycanadians.gc.ca/diseases-conditions-maladies-affections/disease-maladie/dementia-dementia/index-eng.php>

² <http://www.alzheimer.ca/en/About-dementia/What-is-dementia/Normal-aging-vs-dementia>

- Eat healthy - Include food high in omega-3 fats, like nuts, flax and oily fish and a wide variety of fruits and vegetables. Healthy dietary choices not only improve your general health, in the long-term nutritious food helps maintain brain function and slows memory decline.
- Be active - Join a fitness class or walking group. Even moderate physical activity promotes the circulation of blood to the brain, which nourishes the cells with nutrients and oxygen, and may even encourage the development of new cells.
- Stay social - Staying connected socially helps you stay connected mentally. Research shows that regularly interacting with others may help lessen your risk of developing dementia.
- Challenge yourself - Stimulate your brain with puzzles and word or number games. By approaching daily routines in new ways, you engage new or little-used mental pathways.

Early diagnosis can help reduce the risks associated with dementia. It also allows both the family and the person with dementia to learn about the disease, talk about expectations and plan for the future. If you think you or someone you care about may have dementia, it is important to see a doctor as soon as possible.

For more information about life and health benefit options to protect you and your family, visit www.otip.com/YourPlan or call 1-888-892-4935.



Keep reading! There's more! →

Walk into Retirement with a Plan



Presented by:



During this workshop, you'll learn about:

- Retiree health insurance benefits
 - Why RTIP is the #1 choice for plan flexibility regarding your health and finances
 - Only plan to offer choice with your Health, travel and dental
- Group Home and Auto insurance
- Life insurance solutions tailored to retiree needs and planning
- Tax and estate planning before and after retirement
- RRSPs and Investments preparations
- CPP and OAS
- Lending strategies
- Your Pension – OTPP and/or OMERS

This **complimentary** workshop is open only to members and spouses. It covers valuable information that will be useful to all those planning to retire within the next five years.

Date:	May 15, 2017
Time:	4:30 p.m. to 7:30 p.m.
Location:	Best Western Owen Sound, 1800 2 nd Avenue East
To Register:	Please register online www.otip.com/events <i>Please note any dietary requirements at time of registration A light dinner will be served.</i>

OSSTF/FEESO Provincial LTD Plan

To: District/Bargaining Unit Presidents

From: Pierre Côté, General Secretary

For Information

OTIP and the OSSTF/FEESO Long Term Disability Advisory Work Group have completed the assessment of the enrolment and claims activity for the 2015-2016 federation year and the trends leading into the fall of 2016, and the OTIP Trust has approved the renewal of the Plan.

The LTD Plan was reviewed using the activity of the OTIP Pool that included OSSTF/FEESO's plan experience. LTD activity continues to increase across Canada in all employment sectors including education. In the OTIP Pool, (including OSSTF/FEESO), there has continued to be significant increases in the number of new LTD claimants in the past year.

OSSTF/FEESO's claims activity showed the following:

- 10.3% increase in the overall number of OSSTF/FEESO members on LTD (481 in total)
- 6.3% increase in the new claims for OSSTF/FEESO members over last year

For OSSTF/FEESO, there has been a steady increase in claims rates since 2013. The claims rate compares the number of members on claim to the number of members enrolled in the Plan. The claims rate as of August 2016 was 2.48%. This is an increase of 12.7% over the rate at August 2015, and an increase of 43.4% over the last three years.

The impact of the increase in claims can be seen in the OSSTF/FEESO plan experience shown below on the Pool insured with Manulife. The operating loss ratio (OLR) is a measure of how premium compares to total costs. The OSSTF operating loss ratio for 2015-2016 was 163.1%, resulting in a significant plan deficit.

Start Period	End Period	Premium	Costs	OLR
1-Sep-2012	31-Aug-2013	20,226,200	22,236,775	109.9%
1-Sep-2013	31-Aug-2014	21,368,447	26,934,005	126.0%
1-Sep-2014	31-Aug-2015	20,862,568	26,805,596	128.5%
1-Sep-2015	31-Aug-2016	21,117,473	34,442,598	163.1%

As a result of this continued trend to higher overall claims, the OSSTF/FEESO LTD Plan premiums will be increased by 12.0% effective March 1, 2017 in order to bring premiums more in line with costs. This will result in a premium of 1.548% (including PST) for the OSSTF/FEESO teacher group in the LTD pool.

The rating has been established using the Teachers Life and OTIP information to develop a rate action that supports the required premium requirements from each carrier.

The chart below shows the impact of the rate increase for the teacher group for various annual salaries (includes PST).

Salary	\$45,000	\$60,000	\$75,000	\$90,000
Annual Member Impact	\$71.55	\$95.40	\$119.25	\$143.10
Monthly Member Impact	\$5.96	\$7.95	\$9.94	\$11.93

The OSSTF/FEESO Provincial LTD Plan continues its commitment to the early support of members facing longer term illness and to providing the advice and tools that will help members make a healthy return to work when they are able to do so. Although the claims rate is higher than hoped, early support has been successful in reducing the exposure to a more significant increase in rates. OTIP protects the long term stability of the LTD pool with adequate contingency reserves and prudent decisions on premium rates.

An ongoing examination of the Plan itself by both the OTIP Trust and the OSSTF/FEESO LTD Advisory Work Group, as well as best practices with respect to early support of members, will assist in supporting the long term sustainability of the Plan.

PC/rem
ltd renewal

