

Clinical Faculty Long Term Disability Insurance Plan

The Clinical Faculty Association and McMaster University are pleased to provide Clinical Faculty Members with a Long Term Disability (LTD) Plan that maximizes their disability coverage. **Participation in the plan is mandatory, is a condition of your employment, and effective upon your date of hire with McMaster.** A brief summary of the plan has been provided below:

Plan Features

Provider:	RBC Insurance
Premium Amount:	Dependent of salary
Monthly Benefit:	85% of net insurable income
Elimination Period:	180 days
Duration of Benefit:	To age 65
Definition of Disability:	Own occupation to age 65
Conversion:	Yes
Cost of Living Adjustment:	Yes, the lesser of 3% or CPI

Plan Highlights *

There are two components to the plan design, both of which are mandatory:

Component:	Individual Disability Insurance	Group Disability Insurance
Description:	Individualized Guaranteed Issue (GSI) plan design with a month benefit of \$6,000, \$3,500 or \$2,000 dependent on your insurable income	Group disability coverage with a monthly benefit maximum of \$10,000 dependent on your insurable income
Participation:	Mandatory	Mandatory
Can Coverage be Waived?	Yes. The CFA and the University have successfully negotiated with RBC the option for you to waive this coverage if you can provide written proof of other individual disability coverage (to the appropriate benefit level) with RBC (at a discounted rate), or under another individual disability plan	No
Payment for Coverage:	Paid by Clinical Faculty Member to RBC through pre-authorized banking withdrawal	Paid by Clinical Faculty Member through payroll deductions from McMaster University

*Please refer to the LTD booklet for additional information on the plan design. If you require a LTD booklet, contact your Department Director

LTD Plan Enrolment

You are required to enroll in both the Individual Disability Insurance and the Group Disability Insurance components of the plan effective your date of hire. The requirement to enroll in the Individual Disability Insurance component of the plan will be waived only if you provide evidence of comparable insurance disability coverage.

Terry Zavitz of Zavitz Insurance Inc is our broker and she or one of her team members will contact you to review the plan design and set up the GSI portion, ensuring that everything is coordinated. Please make time to see her or her team to ensure that you have taken full advantage of the disability plan available. You can also contact Terry at terry@zavitzinsurance.com or 1-888-347-2437. Additional contacts on Zavitz overview attached.