SUMMARY OF COU BENEFITS

Permanent Employees

Long-term Contract Employees (≥ 1-year term) - certain benefits will not apply

Group RRSP – membership is compulsory & contribution rates are fixed
Employee pays 5% based on the annual salary rate up to YMPE and 6.5% over the YMPE
Employer pays 7% based on the annual salary rate up to YMPE and 8.5% over the YMPE (YMPE is yearly maximum pensionable earnings and changes each year)

LIFE INSURANCE - compulsory
Employees hired < age 65: 3 times annual salary to the next higher $1,000 (max. $500,000); coverage reduces by 50% at age 65; coverage reduces to flat $10,000 at age 70
Evidence required at $350,000
100% paid by COU

Employees hired > age 65: 1.5 times annual salary to the next higher $1,000 (max. $500,000); coverage reduces to $10,000 at age 70
Evidence required at $175,000
100% paid by COU

Employees hired > age 70: $10,000 coverage
100% paid by COU

OPTIONAL LIFE - optional
Up to $250,000 in units of $10,000 for both employee and spouse with evidence of insurability
Benefit ceases at age 70
100% employee paid

OPTIONAL CRITICAL ILLNESS - optional
Up to $200,000 in units of $10,000 for both employee and spouse (minimum is $20,000); up to $20,000 in units of $5,000 for dependent children; subject to evidence of insurability (if apply within 31 days of hire, non-evidence maximums apply for 30K coverage for ee; up to 20K for spouse; up to 20K for each dependent child)
Benefit ceases at age 70
100% employee paid

LONG TERM DISABILITY– compulsory; not available to Long-term contract employees
Employees hired < age 65: 75% of salary to a monthly maximum benefit of $8,000
Benefit ceases at age 65; employees hired > age 65 – no LTD coverage
100% paid by COU

EXTENDED HEALTH CARE– compulsory unless has alternate coverage
90% of cost of prescription drugs, vision care to $300, plus other benefits
Semi-private hospital coverage
Out of Country Emergency Medical Coverage
100% paid by COU

DENTAL– compulsory unless has alternate coverage
100% of current ODA Fee Guide for basic services

Benefits are made available to employees which may be amended from time to time or discontinued, in COU’s sole discretion. Participation in these benefits will be subject to the terms of the COU Benefits Plans in place from time to time.
80% of Extensive Restorative Services  
**Shared cost: 67% paid by COU and 33% by employee**

Orthodontics for dependent children coverage (at 50% to a maximum of $2,000)  
**100% paid by COU**

**ACCIDENTAL DEATH and DISMEMBERMENT - compulsory**  
1 times annual salary to next higher $1,000 (max. $250,000); coverage 24 hours a day  
Benefit ceases at age 70  
**100% paid by COU**

**OPTIONAL AD&D - optional**  
Units of $10,000 for staff member and family up to $500,000  
Benefit ceases at age 70  
**100% employee paid**

**SUPPLEMENTAL UNEMPLOYMENT BENEFIT (SUB) PLAN - Pregnancy or Parental Leave of Absence**  
Applies to salaried permanent employees who have completed a minimum of one (1) year of continuous service at COU; not available to Long-term contract employees  
Limited to no more than 17 weeks  
Objective is to supplement Employment Insurance benefits for individuals on Pregnancy Leave or Parental Leave to achieve a combined total of 85% of regular earnings.

**TRAVEL ACCIDENT INSURANCE (while on official COU business) - compulsory**  
$100,000 of accidental death and dismemberment insurance while travelling anywhere in the world on company business.  
Benefit ceases at age 70  
**100% paid by COU**

**EMPLOYEE/FAMILY ASSISTANCE PROGRAM (EFAP) - eligible**

- Work Life Support  
- Reference Library  
- Mental Health & Wellness  
- Health & Wellness eNewsletter & Webinars  
**100% paid by COU**

**BASIC SICK LEAVE - eligible**

Permanent employees: 15 weeks of basic sick leave paid by COU before eligible for LTD benefits (when approved by Sun Life)

Long-term contract employees: paid sick days up to a maximum of five (5) days per calendar year (prorated for any partial year worked)

**STANDARD VACATION LEAVE – eligible**

10 working days in year 1; 20 working days in years 2 to 10; increasing in half day increments each year thereafter to a maximum of 30 days. For partial years, vacation days will be pro-rated.

**PROFESSIONAL DEVELOPMENT – eligible; not available to Long-term contract employees**

With approval, support in various forms of job-specific training and professional development. Participation can include some form of education or professional development, through short-term skills training courses, conference participation, and credit or non-credit postsecondary education.

Benefits are made available to employees which may be amended from time to time or discontinued, in COU’s sole discretion. Participation in these benefits will be subject to the terms of the COU Benefits Plans in place from time to time.