

Clinical Faculty Long Term Disability Plan Features

Group Premium Payment	Paid by Clinical Faculty Member through payroll deductions from RMA earnings
GSI/Private Premium Payment	Paid by Clinical Faculty Member to RBC through pre-authorized bank withdrawal
Premium Amount	Dependent on salary
Monthly Benefit	85% of net income Less \$6,000 GSI coverage for Class I (FT employees earning >= 160,000) Less \$3,500 GSI coverage for Class II (FT employees earning \$90,000 to \$159,999) Less \$2,000 GSI coverage for Class III (FT employees earning < 90,000 per year)
Maximum Monthly Benefit	\$11,000 non-taxable
Non Evidence Maximum	\$10,000/month + GSI amount
Eligibility for Coverage	Minimum of 20 hours per week, 0 day waiting period
Participation Requirement	100% of eligible employees
Elimination period	180 days
Duration of Benefit	To age 65 (if disabled between age 64 and 65 the member will be paid for 1 year)
Definition of Disability	Own occupation to age 65
Partial Disability Benefits	Yes, with a loss between 20 to 80 percent of indexed monthly earnings
Conversion Option	Yes, within 31 days of termination capped at \$4,000/month
Cost of Living	Yes, the lesser of 3% or CPI
Pre-Existing Condition	All current employees as of Feb. 1, 2001 are covered without pre-existing condition. New hires after Feb. 1, 2001 subject to 3/12 rule.
Survivor Benefit	Lump sum equal to 3 months gross disability payments after satisfying the elimination period.
Spouse Disability Benefit	If your spouse is unable to perform two activities of daily living, a benefit of \$1,000/month will be paid a maximum of two years after a 60 day elimination period while residing in Canada.
Direct Offsets	Primary CPP, Worker's Compensation
Association Plan Offsets	No offsets up to 100% of pre-disability earnings
Additional Offsets	No fault auto; Disability or retirement benefits from employer's retirement plan; EI benefits; Any other group LTD plans
Waiver of Premium	180 days
Recurrent Disability	180 days
Best Doctors	Yes
Index Pre-Disability Earnings	Yes
Coverage for Leave of Absence	30 days after the end of the month leave began; i.e. March 15. Coverage to April 30. Paid sabbatical leaves will be covered up to one year, unless in a war zone.