

New plan
enrolment period
**From October 22
to November 2**

AS WE ANNOUNCED IN JUNE, A NEW MODULAR GROUP INSURANCE PLAN WILL TAKE EFFECT AS OF JANUARY 1ST, 2013 FOR ALL UNIONS PARTICIPATING IN THE FNEEQ GROUP INSURANCE PLAN. This change was adopted by nearly all of the unions as part of a consultation during the general meetings held last winter and spring. With the new modular plan, you can choose the level of coverage that works for you from the available choices. The plan also allows you, under certain conditions, to change your coverage choices throughout your entire career.

In health insurance, the new plan includes a level of coverage that is comparable to the current plan, at an equivalent cost. Also, participants who claim few expenses will be able to choose a more limited coverage and benefit from lower premium rates. Those who want a plan that is more advantageous than the current one will have access to enhanced coverage at competitive premium rates. Other important features: Dental care insurance is now more accessible than in the past and a new insurance in case of critical illness is available as a complement to life insurance.

The plan upgrade is inspired by best practices in the group insurance industry. We invite you to take a moment to read this newsletter. It summarizes the key concepts of your new plan and tells you how to enrol.

To learn **more**

See the *Coverage Summary*

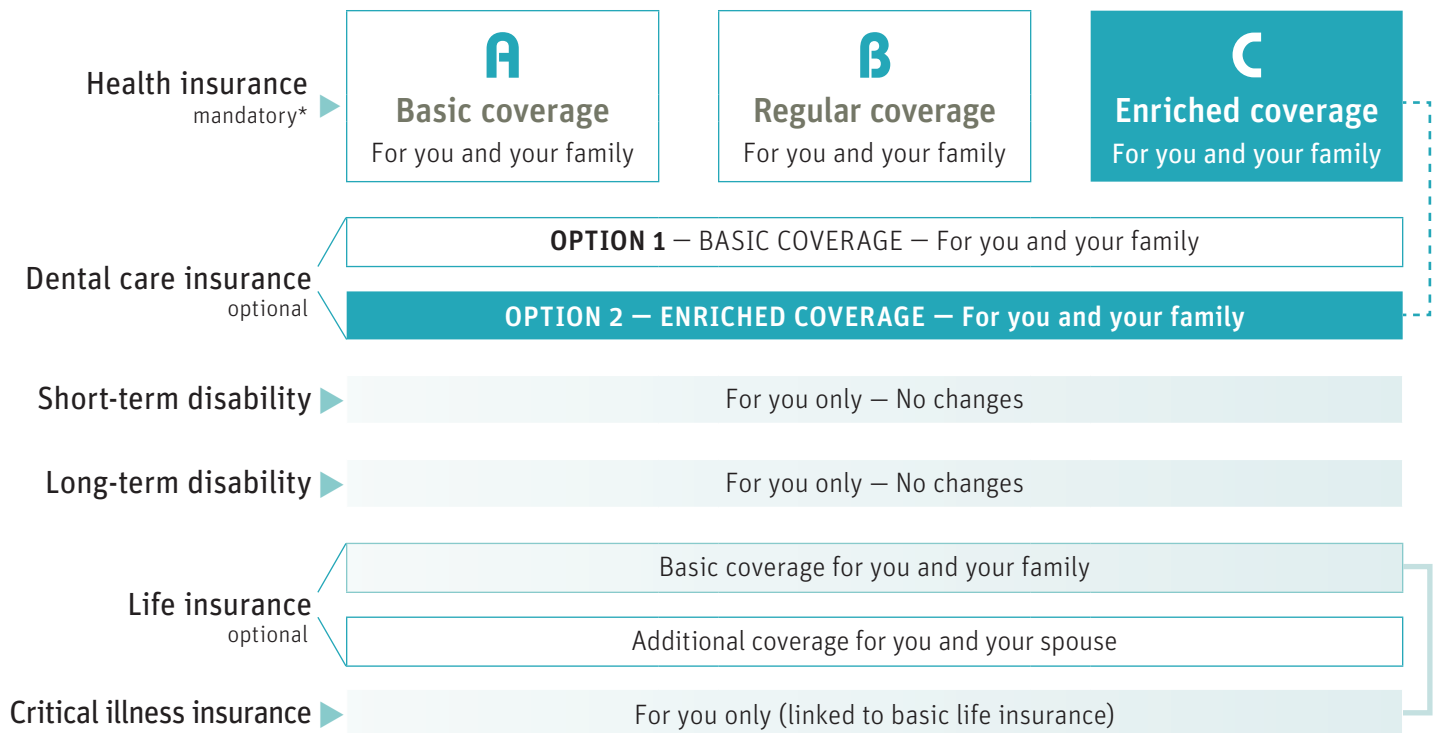
Visit the FNEEQ website www.fneeq.qc.ca

- *Enrolment Guide* and plan documentation
- *Information brochure* from La Capitale
- *Excel calculator* to simulate the costs of the various coverage options

Do you have questions about the new plan? Contact La Capitale

- At **1 855 747-7819**, between October 22 and November 2, Monday to Friday, 8:30 a.m. to 5:00 p.m.
- By email at sac.assurances-collectives@lacapitale.com

The New Plan at a glance



* You can opt out of health insurance if you are covered under your spouse's employer's health insurance plan.

Health Insurance

Modules A, B and C for health insurance offer three different levels of coverage, as described in the *Coverage summary*. The basic coverage (module A) offers significant premium rate savings. It is designed specifically for participants who usually have few claims and want more limited coverage. The enriched coverage (module C) provides higher refund percentages than the current plan for certain medical expenses. It aims to meet the expectations of participants who wanted the current plan to be improved. Finally, the regular coverage (module B) offers coverage that is comparable to the plan currently in effect.

Dental Care Insurance

Another important change is that enrolment in dental care coverage becomes optional for all participants. A majority union vote is no longer required to gain access to this coverage, which now has two options. Enrolment in health insurance is the only requirement in order to be eligible for dental care coverage. However, dental care option 2 is only available to participants who selected the enriched health insurance coverage (module C). Finally, it's worth noting that the coverage level (individual, single-parent, couple or family) must be the same for both dental care and health insurance.

The rules for changing the coverage choices provide for minimum participation periods of 12 or 36 months to increase or decrease the health insurance and dental care coverage.

For your financial security

Short-term and long-term **disability insurance** remains unchanged. For **life insurance**, the amount of basic coverage is now 1 time the annual salary (\$35,000 minimum) or twice the annual salary (\$70,000 minimum), at the participant's choice. If you would like to add additional life insurance units, your basic coverage must be equal to twice your annual salary. Furthermore, starting on January 1st, 2013, the additional life insurance units increase from \$20,000 to \$25,000. The amounts currently held remain unchanged. Life insurance coverage for spouses under 65 years of age remains at \$10,000. Once the spouse turns 65, coverage is reduced to \$5,000, i.e. the same level as that applicable to dependent children. For the participant, the amount of basic coverage is reduced by 50% as of the age of 65 and to a lump sum of \$10,000 as of the age of 70.

Life insurance – Additional coverage

If you want to add life insurance above your current coverage, you must complete a medical questionnaire and submit it directly to La Capitale. This form is available on the FNEEQ website. Your request will have to be approved by La Capitale.

Critical Illness Insurance

Basic life insurance coverage is now linked to a new critical illness insurance, which replaces the current accidental death and dismemberment insurance. The benefit payable is a valuable help in meeting the challenges a participant faces following the diagnosis of a covered critical illness.

Critical illness insurance provides payment of a lump sum following the diagnosis of one of the illnesses covered under the policy. If you have basic life insurance, you have an additional \$25,000 in critical illness insurance coverage. Consequently, if diagnosed with one of the covered illnesses, you will be entitled to the payment of a benefit that could be as high as \$25,000. The amount paid is non-taxable and you can use it as you see fit.

Pre-existing condition

Please note that a pre-existing condition rule applies. In accordance with this rule, if you are diagnosed with one of the covered illnesses within 24 months of your enrolment in the coverage, the insurer will check to see if you visited a doctor or received treatment for that illness in the 24-month period prior to your enrolment. In that event, the benefit would not be payable. To learn more, please see the insurer's *Information brochure*.

Your enrolment

To enrol in the new plan, you have to answer four important questions:

1. What level of coverage do you really need for your medical expenses (module A, module B or module C)?
2. If you're covered under the FNEEQ health insurance, do you also want to obtain coverage for your dental care expenses? If so, which option best meets your needs (option 1 or option 2)?
3. Do you need basic life insurance coverage, which is offered along with critical illness insurance?
4. If you answered yes to question 3, do you need life insurance coverage for your family or additional life insurance coverage?

Please check the **Coverage summary** to see how much coverage each level offers.

Changing your coverage selections

Because your needs change, the plan lets you change your coverage selections based on certain conditions.

HEALTH INSURANCE AND DENTAL CARE

Minimum participation periods – 12 months and 36 months

Every fall, during the annual re-enrolment period, you can increase your health insurance and dental care coverage level if you have accumulated **at least 12 months of participation** at your level of coverage. If you want to reduce your coverage, you need to have accumulated **at least 36 months of participation** at your level. Please note that during a disability period you cannot change your coverage. These rules aim to preserve the plan's financial health.

Eligible life events

The acquisition of permanent status, a marriage or the equivalent, the birth or adoption of a first child, a separation or divorce, the termination of the spouse's group insurance plan or a spouse's death are all eligible life events under the plan. Following such events, you have a maximum of 30 days to review your coverage selections. In these specific cases, the minimum participation periods do not apply and you can make your coverage selections as if it were an initial enrolment. Please note that a coverage level change (individual, single-parent, couple or family) does not result in a new minimum participation period at your coverage level.

Your enrolment, step by step

1. Read the new plan documentation.
2. Visit the group insurance section on the FNEEQ website.
3. Evaluate your needs across all of the coverage options.
4. Use the calculator to model the costs based on various choice options.
5. Complete and sign the form to confirm your selections.
6. Submit the form to the person in charge of group insurance with your employer.

What you must do

You have to **complete the La Capitale* enrolment form** to confirm your coverage selections.

You have until **November 2nd** to submit to your employer your completed and signed form.

If you would like to purchase a new life insurance coverage or increase your current coverage limit, you have to complete the proof of insurability form available from the FNEEQ website and forward it directly to La Capitale.

* Only coverage options for which a choice may or must be made appear on the form. Current coverage not affected by the change is automatically renewed on January 1st, 2013. In the days preceding January 1st, 2013, a new certificate of insurance outlining your coverage will be sent to you.