

Benefits at-a-glance

Non-Union - Retired Employees

This document provides a snapshot of the key benefits available to you as a retired employee of Carleton University. The information given here is only a summary. Final interpretation of your benefits is governed by the terms of the official contracts.

WHAT'S COVERED

Health Plan* – CL policy #51801	
Deductible	\$25 per covered person, to a maximum of \$50 per family, annually <ul style="list-style-type: none">No deductible for emergency travel, hospitalization and vision care
Drugs and medicines (legally requiring a prescription)	80% reimbursement of the cost of the lowest priced generic equivalent item, unless doctor stipulates no substitution, with a maximum dispensing fee of \$8 (which is payable at 100%) <ul style="list-style-type: none">Includes certain life-sustaining drugsThe provincial health plan is the first payer for prescription drugs and medicines at age 65 and older
Vision care	80% reimbursement, with no deductible <ul style="list-style-type: none">maximum of \$250 once every 24 consecutive monthsIncludes prescription eye glasses, contact lenses, laser surgery and eye examinations
Out-of-Country Emergency Care and Global Medical Assistance CL policy #153180	100% reimbursement, to a lifetime maximum of \$1,000,000 per covered person, with no deductible (pre-existing clause may apply) <ul style="list-style-type: none">Emergency medical expenses incurred outside Canada during the first 180 days of a tripHospital expenses limited to the cost of ward accommodation
Paramedical practitioners	80% reimbursement <ul style="list-style-type: none">Care and services of licensed, registered or certified:<ul style="list-style-type: none">Physiotherapists** and psychologists**, osteopaths, chiropodists, podiatrists***, naturopaths, Christian Science practitionersspeech therapists**, massage therapists**, and chiropractors, to a calendar year maximum of \$200 per practitioner per covered person (plus certain X-ray charges, to a maximum of \$25)
Hospitalization	100% reimbursement, with no deductible <ul style="list-style-type: none">Semi-private hospital room accommodation, above provincial ward rate
Home nursing	80% reimbursement, to a maximum of \$50,000 per calendar year (pre-approval of insurer required)
Medical supplies and prosthetics	80% reimbursement, to specified maximums
Ambulance services	80% reimbursement <ul style="list-style-type: none">Services to and from the nearest centre where essential treatment is available

Benefits at-a-glance

Health Plan* – CL policy #51801 (continued)

Orthopedic shoes or boots	80% reimbursement <ul style="list-style-type: none"> 1 pair of custom-fitted orthopedic shoes or boots per calendar year when prescribed by a physician, orthopedic surgeon, podiatrist or chiroprapist
Orthotics	80% reimbursement, to a maximum of \$450 per year <ul style="list-style-type: none"> 2 pairs of custom-made foot orthotics every year when prescribed by a physician, orthopedic surgeon, podiatrist or chiroprapist
Accidental dental treatment	80% reimbursement <ul style="list-style-type: none"> Treatment must begin within 60 days after the accident (unless a medical condition delays treatment beyond 90 days) and must be completed within 3 years of the accident
Hearing aids	80% reimbursement, after maximum under the provincial health plan has been paid

* Expenses under the Health Plan are reimbursed based on Canada Life's assessment of reasonable and customary fees.

** Written referral from a medical doctor or nurse practitioner is required. A new referral must be submitted annually.

*** After annual maximum under provincial health plan has been paid out.

OTHER CARLETON UNIVERSITY BENEFITS

Tuition Waiver Program*	Waiver of tuition for courses at Carleton University, for you, your <i>spouse</i> and your <i>eligible dependents</i>
--------------------------------	---

*Tuition Waiver Program:

- Students must remain in good standing. Eligible employees (and their eligible spouses and dependents) shall be entitled to receive a tuition waiver for credit courses which are funded by the Ontario Government. Participants are still responsible for the costs of all supplementary fees.
- All Tuition waiver requests must be submitted to Human Resources by the last day for a fee adjustment for the academic term as outlined in the Academic Dates and Deadlines located on the University Registrar's [website](#).

WHERE TO GET ANSWERS TO YOUR QUESTIONS

Carleton University Human Resources For questions about your benefits, including adding or removing dependents or questions about the retirement plans	Email: humanresources@carleton.ca Phone: (613) 520-3634 8:30 a.m. – 4:30 p.m. EST (Monday to Friday) Fax: (613) 520-4464 https://carleton.ca/hr
Canada Life For questions about claims under the Health and Dental plans	Phone: 1-888-381-4401 8:00 a.m. – 8:00 p.m. ET (Monday to Friday) www.CanadaLife.com.sign-in