

Added protection

Spousal Optional Life insurance now being offered

The Employee Benefit Plans Board of Trustees is pleased to offer a new option for plan members who are enrolled in the Group Life Insurance Plan. As of May 1, 2025, plan members will have the option to purchase up to \$150,000 of optional life insurance for their spouse.

Open enrolment from May 1, 2025, to June 30, 2025

During the open enrolment period from May 1 to June 30, eligible plan members can apply for:

- \$150,000 **Employee Optional Life** without medical evidence, and up to \$500,000 with medical evidence of insurability.
- \$50,000 **Spousal Optional Life** without medical evidence, and up to \$150,000 with medical evidence of insurability.
- \$250,000 of single or family **Voluntary Accidental Death & Dismemberment** without medical evidence of insurability.

The application for Optional Life insurance is included in the package mailed on May 1, 2025, to all plan members along with their member's annual statement. Optional Life insurance and Voluntary Accidental Death & Dismemberment are sold in units of \$10,000.

Eligibility for Optional Life insurance

Plan members are eligible to apply for Employee and/or Spousal Optional Life insurance if they:

- Are actively at work,
- Under the age of 65 (both employee and spouse),
- Have not previously been denied coverage, and
- Do not currently have more than \$150,000 Employee Optional Life insurance (can still apply for Spousal Optional Life insurance).

The definition of a spouse is a person to whom you are legally married, or a person with whom you have been cohabiting in a spousal relationship for the past 12 months.



The cost of Employee and Spousal Optional Life insurance

The cost of Employee and Spousal Optional Life insurance is based on age and smoker or non-smoker status. The monthly premium is paid by the plan member through payroll deduction with their employer. The rates per \$1,000 of coverage are:

Non-smoker	Age	Smoker
0.044	Under 39	0.088
0.075	40 to 44	0.150
0.106	45 to 49	0.213
0.250	50 to 54	0.450
0.425	55 to 59	0.750
0.594	60 to 64	1.050

The monthly premium calculation is to multiply the amount of insurance by the rate and divide by \$1,000. An example for a 42-year-old non-smoker is $(\$100,000 \times \$0.075) / \$1,000 = \7.50 monthly premium.

Voluntary AD&D insurance is sold in units of \$10,000. The rates per \$10,000 of coverage are \$0.20 for single plan member coverage and \$0.40 for family coverage.

Purchasing Employee or Spousal Optional Life insurance after the open enrolment period

After June 30, 2025, plan members can purchase either Employee Optional Life or Spousal Optional Life insurance within the first 90 days of membership in the Group Life Insurance Plan. After 90 days, medical evidence of insurability is required, and the application will be subject to the approval of the insurer.

Employee and Spousal Optional Life insurance application **must be received by 3sHealth on or before June 30, 2025.**