

## Benefits at a Glance – Group Life Insurance Plan Edmonton Fire Fighters' Union

Coverage	Benefit Description
<b>Waiting Period</b>	<ul style="list-style-type: none"> <li>Permanent or probationary employees are eligible to participate in the Plan upon completion of 90 calendar days of continuous employment provided they are working at least 20 hours per week on a regular basis.</li> </ul>
<b>Premium Amount</b>	<ul style="list-style-type: none"> <li>The premium is shared equally between the member and the City.</li> <li>Members pay 50% of the premium through payroll deduction.</li> </ul>
<b>Maximum Benefit</b>	<ul style="list-style-type: none"> <li>\$600,000</li> </ul>
<b>Benefit Amount</b>	<ul style="list-style-type: none"> <li>Employees <b>without eligible dependents</b>: 1 times the member's basic annualized regular rate of pay.</li> <li>Employees <b>with eligible dependents</b>: 2.5 times the member's basic annualized regular rate of pay.</li> </ul>
<b>Beneficiary</b>	<ul style="list-style-type: none"> <li>May appoint one or more beneficiaries or change the appointed beneficiaries.</li> <li>Designation of beneficiaries or a request to change beneficiaries must be in writing.</li> </ul>
<b>Termination of Coverage</b>	<ul style="list-style-type: none"> <li>31 days after termination of employment or 31 days after the member's 60<sup>th</sup> birthday, whichever occurs earlier.</li> </ul>
<b>Conversion Privilege</b>	<ul style="list-style-type: none"> <li>A member who ceases to be covered under the City's Group Life Plan prior to age 60 may ask the insurer to issue a policy of <b>individual life insurance</b> without being required to submit evidence of insurability.</li> <li>The former employee must submit a written application and first premium payment to the insurer within 31 days after coverage under the City's Group Life Plan has terminated.</li> <li>The individual policy must not be less than the minimum amount for which the insurer issues a policy and not more than the amount the member was insured for at the time they ceased to be insured, up to a maximum of \$200,000.</li> </ul>

**This summary provides general information only. The terms and conditions of the insurer's contract take precedence.**

February 24, 2005