



MERIT CONTRACTORS' ASSOCIATION HOUR BANK BENEFIT PLAN

SUMMARY OF BENEFITS PLAN

Eligibility:

Benefits commence on the first day of the second month following the month when 300 hours have accumulated in the employee's Hour Bank account (within a nine-month period).

Benefits terminate after the employee's Hour Bank account falls below 150 hours.

Benefits reinstate if 150 hours are once again accumulated in the employee's Hour Bank account within eight months.

Participation is mandatory for all employees working in the field or shop. All benefits are mandatory.

A maximum of 900 hours can be accumulated in an employee's Hour Bank account. Once there are less than 150 hours remaining in an employee's

Hour Bank account, an option to self-pay benefits for up to six consecutive months (with the exception of disability benefits) is available.

Employee Life Insurance	
Benefit Amount	\$80,000
Waiver of Premium	After 120 days of total disability
Termination	Retirement
Accidental Death and Dismemberment	
Benefit Amount	\$80,000 for accidental death; schedule of losses for dismemberment benefits
Termination	Retirement
Dependent Life Insurance	
Benefit Amount	Spouse - \$10,000 Each child - \$5,000 (live birth to age 21 or age 25 if a full-time student)
Termination	Retirement
Extended Health Care	
Deductible	Nil
Coinsurance	80%* for prescription drugs (enhanced lowest cost alternative) 100% for all other expenses <i>*increases to 90% once an individual incurs prescription drug claims of \$5,000 or more in a calendar year; coinsurance level reverts back to 80% the following January 1; individual s must re-qualify for 90% coinsurance every calendar year by incurring another \$5,000 or more in prescription drug claims</i>
Pay-Direct Drug Card	Included
Maximum Dispensing Fee	\$8.00 per prescription
Medical Services and Supplies	Semi-private hospital Ground and air ambulance Home care nursing: \$10,000 per calendar year Hearing aids: \$1,000 every 5 calendar years Custom-made orthotics: \$350 per calendar year Custom-made orthopedic footwear: \$400 per calendar year CPAP machines: every 5 calendar years (reasonable and customary maximum)
Paramedical Services	\$600 per calendar year for physiotherapists; \$500 per calendar year for acupuncturists, chiropodists/podiatrists, chiropractors, dieticians, massage therapists, naturopaths, osteopaths, psychologists, and speech language pathologists X-rays – maximum one per year per applicable specialty
Out-of-Province/Country Emergency Medical	\$2,000,000 per incident, coverage for first 60 days of each trip Includes Emergency Travel Assistance
Termination	Retirement
Vision Care	
Deductible	Nil
Coinsurance	100%
Eye Exams	\$75 every two calendar years (every calendar year if under age 19)
Eyewear	\$350 every two calendar years (every calendar year under age 19) for prescription lenses, frames, prescription sunglasses, prescription safety glasses and laser eye surgery; employees and dependents

Vision Care (cont'd)

Prescription Safety Glasses	\$100 every two calendar years for prescription safety glasses; employees only
Termination	Retirement
Long Term Disability	
Benefit Amount	\$2,200 per month for the first 24 monthly payments, \$2,700 per month thereafter
Waiting Period	120 days
Benefit Period	To age 65
Definition of Disability	Own occupation during first two years, any occupation thereafter
Other Income Reduction/Integration	Reduced by WCB/WSIB payments WCB/WSIB and CPP included in 85% all source maximum calculation
Pre-Existing Conditions	No benefit payable for any pre-existing condition (for which medical treatment was received in the 90 days immediately preceding the date the employee became eligible for benefits) causing disability in the first 12 months after coverage commences Exclusion does not apply, if after becoming insured, employee has been actively working for 90 days in a six-consecutive-month period from the date he/she was first eligible for benefits with no absence related to the pre-existing condition
Termination	Employee's 65 th birthday, less the elimination period
Employee and Family Assistance Program	
Benefit Description	Services include confidential counselling, work/life support and specialized programs. Trauma response, a wellness library and health coaching is included. Toll-free telephone, online and chat access 24 hours a day.
Termination	Retirement
Best Doctors	
Benefit Description	Access to world-renowned specialists for a second opinion when facing a serious illness or surgery. Assists in navigating the health care system through one-on-one coaching and support. Includes InterConsultation, FindBestDoc, FindBestCare, Best Doctors 360°, Ask the Expert
Termination	Retirement
Dental Care	
Deductible	Nil
Coinsurance	80% - Basic services 50% - Major services 50% - Orthodontic services (under age 19) 100% - Accidental services
Maximum	\$2,500 per calendar year for basic and major services combined \$2,500 lifetime for orthodontic services \$10,000 per accident for accidental services
Examinations	Complete exams - once every 5 calendar years Recall exams – once per calendar year (once per six months if under age 19)
Fee Guide	Current General Practitioners or Specialist Fee Guide
Termination	Retirement
Retiree Benefit Plan	
Eligibility	Retired employees age 55 – 90 no longer in benefit under the Hour Bank Plan
Coverage Types	Single, couple or family
Retiree Plan Features	Gold, silver and bronze extended health care options (includes out-of-province/country emergency medical and Best Doctors services) Optional dental coverage

Written By: JM & KD – Reviewed By: KD – Date of Last Review: May 13th 2020

This summary includes highlights of the Merit Hour Bank Benefit Plan. Please consult your benefit booklet or contact Mercon Benefit Services at 780.455.5845 (Edmonton) or 1.877.263.7266 (toll-free) if you have questions.