

# NB Power Benefits Coverage At-A-Glance

NB Power offers a variety of mandatory and optional group benefits to all eligible employees. Your group benefits coverage provides you with the peace of mind that you and your family are protected today and in the future. NB Power cost-shares in employee benefits by providing employees ENERflex dollars that help cover the cost of your benefits. These ENERflex dollars are calculated as an annual base rate plus 2% of your annual salary. Also, if applicable, an additional amount is allocated to you based on your collective agreement status.

## Mandatory Benefits

### Health

Your Health benefit helps cover the cost of things like prescription medicine, health practitioners, medical services and supplies, vision care and more. Our ENERflex plan offers five options to choose from depending on the amount of coverage you may need: Minimum, Coordinated, Core, Standard and Comprehensive. If you do not choose an option within 31 days of hire, you are defaulted to our mandatory coverage which provides single coverage under our Standard Plan offer.

### Emergency Travel Medical

Emergency Travel medical coverage is included with your Health Plan and provides the same coverage for all employees regardless of the level of Health coverage you choose. This coverage provides an emergency toll-free line available 24/7, for your comfort in knowing that you have help should you require medical assistance or general assistance like pre-travel advice regarding vaccines or loss or theft of identity paperwork while travelling. If you are traveling and have an unexpected illness, injury or medical condition that's covered by your travel medical insurance, the plan will reimburse you, based on eligibility and up to coverage maximums.

### Dental

This benefit is to maintain your dental health, which is also proven to be linked to your overall health. Our ENERflex plan provides four coverage options to choose from: Core, Coordinated, Standard and Comprehensive. If you do not choose an option within 31 days of hire, you are defaulted to our mandatory coverage which provides single coverage under our Standard Plan offer.

## **Basic Life Insurance**

This benefit provides you with peace of mind and financial security for your named beneficiary(ies) by providing a lump sum amount in the event of your death. Basic Life coverage is 1x or 2x your basic annual salary. The maximum amount available is \$400,000.

## **Long Term Disability (LTD)**

Long Term Disability coverage provides financial security in the form of income replacement in the event you become physically or mentally disabled and are deemed unable to perform any occupation during your illness. The benefit is payable based a tiered percentage of your pre-disability salary.

## **Basic Accidental Death and Dismemberment (AD&D)**

Accidental Death and Dismemberment Insurance (AD&D) provides financial assistance and support for employees in the event of loss of life or dismemberment as the result of an accident. NB Power offers this benefit up to a maximum of \$800,000 for an employee. You have the option to select 2x, 3x or 4x your salary.

## **Pension**

As an employee of NB Power, it is mandatory that both you and NB Power contribute to the New Brunswick Public Service Pension Plan (NBPSPP) based on pre-determined contribution rates. Your NBPSPP is a Shared Risk Plan, which is designed to provide its members with a secure and sustainable long-term pension plan. The plan is set up to provide lifetime monthly pension payments for retired members, as well as their spouses upon the death of the retiree. The pension plan is administered by a third party, Vestcor.

## Optional Benefits

### **Health Spending Account (HSA)**

This benefit allows you the option to use some, or all, of your ENERflex dollars to set up a non-taxable HSA account that provides reimbursement for out-of-pocket health and dental expenses as recognized by the Income Tax Act. It can be used to supplement your chosen Health & Dental plans. If you choose to place your ENERflex dollars in your HSA, they will be directed to your account in one lump sum to be used in the benefit plan year (April to March), with any unused credits being carried forward for one additional benefit year. If you do not use these credits by the end of the second year, they will be forfeited.

### **Optional Life Insurance**

Optional Life Insurance coverage is available to enhance your employee Basic Life Insurance coverage. You are eligible to apply for up to \$500,000 additional coverage, with any amount over \$30,000 requiring approval through the provider. Coverage for the same amounts as noted above are also available for a spouse. In addition, dependent children are eligible for a maximum coverage of \$20,000. If your Basic Group Life Insurance policy does not adequately cover your debt or loss of income in the event of a death, Optional Life Insurance may be worth looking into.

### **Optional Accidental Death and Dismemberment (AD&D)**

Optional Accidental Death and Dismemberment is additional protection that employees can select as an elective benefit that compliments your Basic AD&D coverage. You will have the option to opt into an employee only optional plan, with maximum coverage up to \$300,000 or a family plan, with a maximum coverage amount of \$500,000. Amounts payable for family plan are dependent on family status.

### **Optional Critical Illness**

This benefit provides financial assistance upon diagnosis of a specified covered condition in the form of a tax-free lump-sum payment. Coverage is available to you and your spouse, if applicable. Both you and your spouse are eligible to apply for up to \$150,000 in coverage, with any amount over \$25,000 requiring approval through the provider. The recipient can use this payment on anything they deem appropriate, including medications, hospital costs, the paying off of debt, or creating an accessible home.

## Additional Benefits

### **Teladoc**

Teladoc Medical Experts is a confidential service offered to you and your eligible dependents as part of your employee benefits. They help provide clarity, confidence, and understanding if you have any concerns or doubts about a diagnosis, need help deciding on a treatment option, or question the need for surgery. We provide coverage for Expert Medical Opinion, Find a Doctor, Care Finder and Personal Health Navigator.

### **Employee Family Assistance Program**

The Employee and Family Assistance Program (EFAP) is a voluntary, confidential, short term counselling service. The program is designed to help employees and their families with problems that have an impact on their home or work life. As part of the program, you have access to professional counselling and a wealth of resources on a broad range of personal, work and family issues. They cover topics like Wellness, Legal & Financial, Lifestyle, Parenting, Caregiving, Communication, Addictions, Nutrition & General Fitness, just to name a few. EFAP is provided by NB Power through Homewood Health and is free for employees and their families to use!

### **Group Retirement & Savings Plan**

NB Power provides you the option to join a group retirement and savings plan by directing some of your pay directly to a Registered Retirement Savings Plan (RRSP) or Tax-Free Savings Account (TFSA). It's a great addition to your benefits package and opens the door to reaching your financial goals. This benefit is offered through Payroll.

## Additional Information

Our Benefits SharePoint site includes detailed information on all the benefits listed above. Each benefit page on the SharePoint site includes booklets, forms and important information regarding your NB Power benefits. Once you have access, check it out! If you have any questions, please contact us directly at [benefits@nbpower.com](mailto:benefits@nbpower.com) or our ENERflex line at 1-866-344-3539.