

The Manitoba Child Care Association (MCCA) has chosen HealthSource Plus as our official supplier for group benefits. The program is exclusively designed for our members and takes advantage of our considerable buying power due to the large size of our group. The MCCA Child Care Benefits Committee works with plan agents to ensure comprehensive coverage at affordable rates.

Who is Eligible?

- You are a current Professional or Child Care Assistant or licensed Family Child Care Provider member of MCCA
- Your child care centre participates in the MCCA group benefits plan
- You have completed the group benefits waiting period
- You are working a minimum of 20 hours per week in a licensed child care facility
- A retiree plan is available to plan members retiring from a licensed child care facility

Types of Coverage

The plan offers either individual or family coverage. If your dependents (children and/or spouse) are not covered under any other plan they automatically will be covered under your plan at the family rate. If your spouse (legal or common law) has a plan that provides you with sufficient health and dental care coverage, you may opt out of that portion of the MCCA plan. You will be covered for life and disability insurance at a lower premium.

Basic Benefits (Option 1)

Basic Life Insurance

- 200% of your annual earnings up to a maximum of \$300,000.00
- Your amount of basic life insurance will be reduced by 50% at age 65

Accidental Death & Dismemberment

- An amount equal to your basic life insurance amount will be paid as a result of an accidental death

Optional Life insurance (employee and/or spouse)

- Available in multiples of \$10,000 to a maximum of \$200,000.00

Disability Insurance

- Short term disability (*child care centre employees only*), in the event of accident, hospitalization, or illness for a maximum non-taxable benefit payment for 17 weeks at 66.67% of your gross weekly salary up to a maximum of \$1000.00 or to the EI maximum, whichever is higher
- Long term disability (*includes licensed Family Child Care Providers*) after a 119 day waiting period, non-taxable benefit of 60% of monthly earnings to a non-evidence maximum of \$4,500 and overall maximum of \$5,000 per month to age 65 or retirement



Healthcare

Deductible:	Nil
Co-Insurance (<i>out of country, vision & hospital</i>)	100%
All other healthcare expenses	80%
Prescription drugs (<i>unlimited up to your Pharmacare deductible</i>)	80%
Dispensing fee cap	\$9.00
Hospital daily/room board	Semi-private
Out of hospital nursing maximum	\$5000.00

Basic Benefits

Healthcare *cont'd*

Paramedical covered expenses	\$300.00 each per year
Chiropractor, Naturopath, Osteopath, Chiropracist/ Podiatrist, Psychologist, Speech Therapist, Massage Therapist, Athletic Therapy	Unlimited
Physiotherapist	Unlimited
Dietician	\$350.00 per calendar year
Hearing aid maximum	\$400.00 per 60 consecutive months
Vision care	\$120.00 every 24 months
Eye exam	1 every 24 months
Out of country	\$5,000,000.00 per trip
Trip cancellation insurance	\$5000.00 per insured

Dental Care

Annual Deductible:	\$25.00 individual \$50.00 family
Co-Insurance:	Routine 100% Major 50% Orthodontic 50%
Dental fee guide:	Current
Exams/Cleaning	Every 9 months
Benefit maximum:	Routine/Major \$1500.00 per calendar year \$4000.00 per year annual family maximum Orthodontic \$1500.00 lifetime

Wellness (Physical & Mental)

HealthSource Plus is the first consulting firm in Canada to embed a complete wellness program into the employee benefits program. The Total Wellness Program is designed to help stop smoking, lose weight, eat right and reduce stress. This will help control long term health costs through a culture of wellness.

Employee Assistance Program: (EAP)

Ceridian is one of the leading providers of employee assistance programs, providing 24/7 access to Masters level counselors for plan and family members.



This summary presents features of the group benefit plan option 1 available to MCCA members. Contact HealthSource Plus for details of other available options. In the event of any variations between this and the official plan documents, the provisions of the official plan document will prevail.



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