



Long-term income protection

You continue to accumulate credit in the Ontario Teachers' Pension Plan while you receive:

- sick pay or long-term income protection (LTIP) through your employer; or
- payments for loss of earnings from the Workplace Safety & Insurance Board (WSIB).

In most cases, this applies even if you are on integrated sick leave or rehabilitative employment. As long as you are receiving WSIB loss of earnings benefits or benefits under a valid LTIP agreement with your employer, your credit can grow seamlessly until you start your pension.

If you began collecting LTIP through your employer as a result of a disability that occurred after Aug. 31, 2001, your pension contributions are waived and your pensionable salary is adjusted automatically for inflation each subsequent school year at no cost to you. This helps you build the biggest pension possible during your absence from work.

If you're like most disabled members, you may find it's best to stay on WSIB or LTIP benefits for as long as you can, especially if your employer continues to provide benefits such as health and life insurance. Carefully weigh your options before making any decisions.

Purchasing credit

You do not accumulate credit during a break in employment for health reasons unless you receive WSIB benefits, sick pay or LTIP benefits through an employer-sponsored program. You can apply, however, to buy back such absences due to ill health. For more information on buying back credit, visit our website or contact us.

Disability pensions

Who qualifies?

If you become disabled while employed in education, you may be eligible for a disability pension. To qualify, you must:

- have at least 10 qualifying years of service in the Teachers' pension plan;
- terminate employment in education and stop receiving any LTIP or WSIB loss of earnings benefits;
- provide medical evidence that meets the requirements of the plan for a full or partial disability pension, as of the date you terminated employment;
- be under age 65, and
- apply for the pension within two years of your termination of employment in education.

An application will be accepted after the two-year deadline only if a late diagnosis or your disability prohibited you from applying on time.

**Disability pensions
(cont.'d)****Types of disability pensions****Full disability pension**

To be eligible for a full disability pension, we must determine that you are incapable of earning a living in *any* occupation. A full disability pension is based on 2% X credit (years) X average “best-five years of salary” less reductions for such things as higher survivor benefits.

Partial disability pension

To be eligible for a partial disability pension, we must determine that you are incapable of employment in the education field. Your partial disability pension is calculated like a full disability pension and then reduced by 2.5% for each point you are under your 85 factor or age 65, whichever is less. (Your age plus qualifying years equal your factor.)

For example, if you are 46 and have 22 qualifying years of service, your pension would be reduced by 42.5% because you are 17 points under the 85 factor ($17 \times 2.5\% = 42.5\%$).

Pension can be paid for life

Your disability pension will be paid for as long as you remain disabled. Should your medical condition improve or you return to work, you are required to notify us right away.

If you collect a full disability pension and return to work, your pension stops.

If you collect a partial disability pension and you return to work in the education field, your pension stops. However, your pension will resume at the same level if your disability forces you, once again, to quit working in education before completing the equivalent of two full-time years of employment.

**Other benefit
options**

Instead of a disability pension, you may qualify for an immediate or future pension from the Teachers’ plan.

An immediate pension is available on an unreduced basis when you reach age 65 or your 85 factor (age + qualifying years = 85 factor). However, you can start your pension as early as age 50 with a reduction.

If you are under age 50, you can choose either a future pension or you can transfer the commuted value of your pension to another locked-in retirement savings arrangement to collect as income when you reach retirement age. The option to transfer funds ends when you apply for a disability pension, providing your application is approved.

Keep in mind that pension benefits are payable only after you terminate employment and stop receiving LTIP. Make sure you understand your choices before making a decision.

**Shortened
life expectancy
benefits**

If you have a shortened life expectancy, you can apply to withdraw the commuted value of your pension any time before retirement without having to sever your employment relationship. The commuted value of your pension is the lump sum you would need today to replace your future pension.

To qualify for shortened life expectancy benefits, you must provide medical evidence, from a doctor licensed in Canada, of a life expectancy of less than two years. Spousal permission is also needed because a spouse forfeits the right to survivor benefits if you choose this option.

Before applying for this benefit, check with your employer and long-term disability carrier to ensure you will continue to qualify for medical and long-term disability benefits if you withdraw your pension funds early.

Power of Attorney

We require your Power of Attorney for Property if you want a family member or someone else to apply for a benefit on your behalf. If you don't provide a Power of Attorney for Property and you want us to provide your personal information to a third party, including your spouse, we require your written authorization.