

Esprit

**RTOERO
2020**

Membership and
group insurance
information

Start your
retirement
lifestyle now



Sign up
for free membership
until you retire:
rtoero.ca/join-rto



Retirement planning for
every generation

Explore your road
to retirement

Save with RTOERO

Are you
retirement ready?



We believe in the power of our community to secure a better future.

With more than 80,000 members, we are a bilingual trusted voice on healthy active living in the retirement journey. We deliver world-class programs, social engagement and political advocacy.



Connect with us:

1-800-361-9888
416-962-9463
rtoero.ca

Engage with us on social media:

-  facebook.com/rto.ero
-  [@rto_ero](https://twitter.com/@rto_ero)
-  linkedin.com/company/rto-ero
-  bit.ly/RTOEROYouTube

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Retirement planning for every generation

Whatever your stage in life, there's an opportunity to consider where you are in your retirement journey.

BY JIM GRIEVE

I think retirement planning and learning are similar in many ways:

1 Important at any age

2 About the journey, not just the destination

3 More fun and successful when done as part of a learning community

JIM GRIEVE
CHIEF EXECUTIVE OFFICER, RTOERO

Time is an Asset for Gen Y and Z

Believe it or not, our youngest RTOERO member is in his 20s. It goes to show that it's never too early to start thinking about retirement. As a millennial, you're starting out your career, but this is also a great time to start saving, because you have time on your side.

Even if you're paying off student loans and saving for other important life goals, putting a small percentage of your income toward retirement savings will really pay off. Because you have decades until retirement, your investment will grow over the years. This is also a good time to find a financial adviser, if you don't already have one – so you have sound fiscal advice in the years ahead.

For Gen X, Knowledge is Power

A study shows that only 12 per cent of Gen Xers have estimated their retirement needs. Attending a retirement planning workshop, like those hosted by RTOERO, is one great way to calculate retirement needs and access tips and tools.

For Gen X, caught in the squeeze of paying the mortgage, saving for children's post-secondary education and trying to save for retirement, the strategy is to save as much as you can, as early as you can.

Many Gen Xers put off planning until they're closer to retirement – not realizing the benefits of planning early. It also helps to talk to retired colleagues to find out what they would have done differently. This kind of advice is priceless.

Baby Boomers Can Still 'Catch Up' on Retirement Savings

For baby boomers within five to 10 years of retirement, it's not too late to make up for "lost time" and create a plan to meet your needs for the next stage of your life journey. Here are some ways to make that happen:

- Attend one or more retirement planning workshops, to make sure you have the information you need. To find a workshop near you, visit rtoero.ca/rpw.
- Prioritize your own retirement needs and accelerate your retirement savings.
- Prepare for the transition to retirement by connecting with new communities. Joining a membership group such as RTOERO is one good example.

Top benefits of RTOERO membership before you retire

Not ready to retire yet? Don't wait to start enjoying these benefits of RTOERO membership.

Discounts



Save up to **40%** on house and car insurance



Exclusive solo and group **travel discounts**



3,000+ discounts with Venngo MemberPerks® for \$24.99/year (average annual savings \$225)

Programs & Services



Enjoy district programs & start to build your post-retirement network



Bilingual services and francophone districts

Giving Back



Opportunity to apply for **\$4,000** annual grant for the local charity you volunteer with



Annual post-secondary scholarships

Publications



Award-winning quarterly lifestyle magazine, **Renaissance**

Award-winning **Liaison** e-newsletter

Tax Tips annual comprehensive document to help members during tax season

Online Community



Engage with a vibrant online community via **Facebook, Twitter, blogs** and more

Free membership until you retire.



You can follow Jim on Twitter @JimAwesomeYears

Your road to retirement

15-20 years before you retire

Connect with us online—rtoero.ca. It's never too early to start planning.

1

5-10 years before you retire

Make sure you're retirement ready. Attend one of our Retirement Planning Workshops rtoero.ca/rpw

2

1-5 years before you retire

Join RTOERO to make friends and enjoy discounts and services to help you transition into retirement. Membership is free until you retire. rtoero.ca/free-membership

3

6 months before you retire

Set up an appointment with your financial planner and look into your pension, if you have one. Consider your insurance needs: rtoero.ca/insurance

4

Up to 2 months before you retire

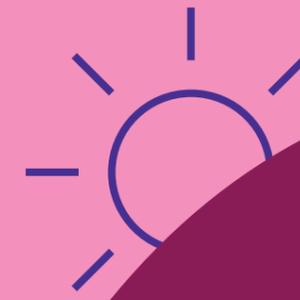
Send in your RTOERO membership and group insurance applications before your current benefit plans end. Notify your employer that you intend to retire.

5

Retirement

RTOERO is here for you now, and here for your future.

- Attend RTOERO events
- Travel
- Volunteer
- Enjoy your retirement



Top reasons to join RTOERO

RTOERO welcomes members from the broader education community - including early years professionals, teachers and those working in schools, school boards and post-secondary.



Whether you are retiring this year or within the next 5-15 years, join RTOERO to cruise through retirement worry-free! From insurance plans to discounts, we've got everything you need to retire happy and make your awesome years healthy and fun.

Free

1. Free membership until you retire
2. Free retirement planning workshops

Insurance

3. Available to any member 50+
4. Largest non-profit health insurance in Canada for education retirees
5. Insurance plan is owned, designed and managed by members for members
6. Guaranteed acceptance within 60 days
7. Group plan = security for all members
8. No cost difference based on age
9. Comprehensive affordable coverage
10. Great coverage available across Canada
11. 93-day travel coverage included at no extra cost
12. In-depth, user-friendly insurance guide

Discounts and perks

13. 3,000+ MemberPerks® discounts
14. Preferred partner discounts on products for hearing and vision care
15. Exclusive travel discounts
16. Save up to 40% on home/car insurance

Member programs and services

17. Bilingual service and francophone districts
18. Events, clubs and activities in your community hosted by your peers
19. Exclusive group and solo travel, tours and discounts
20. Friendly walk-in service at RTOERO office
21. Fast response time
22. Retirement planning resources
23. Goodwill program
24. Support for healthy, active living

Political advocacy

25. Pension support and advocacy
26. Government advocacy on key seniors' issues
27. Vibrant Voices advocacy campaign

Community service/giving back

28. Volunteer and leadership opportunities
29. \$100,000 annual community grant program
30. Scholarships for family members

Research

31. RTOERO Foundation funds research on healthy aging
32. Awareness campaign - social isolation

Publications

33. Renaissance - award-winning quarterly magazine
34. Monthly e-newsletters
35. Tax Tips - help for members during tax season
36. Pocket Planner calendar

Online community

37. Connect and engage with RTOERO and other members via Facebook, Twitter, YouTube, LinkedIn
38. Blogs and vlogs
39. Comprehensive resources at rtoero.ca

RTOERO group insurance plan



Extended Health Care Plan

Prescription drugs

(85% reimbursement of ingredient costs)

- \$3,400 per year
- Covers all prescription drugs
- Brand name drugs covered if no generic is available or with physician authorization

Paramedical practitioners

(80% reimbursement)

- \$1,300 per year for all practitioners combined
- Doctor referral not required
- 17 eligible practitioners - acupuncturists, chiropractors, chiropractors, dietitians, herbalists, homeopaths, naturopaths, nutritionists, osteopaths, physiotherapists, podiatrists, registered clinical psychologists, psychotherapists, registered massage therapists, shiatsu therapists, social workers, speech therapists
- Acupuncture and foot care provided by a registered nurse
- Reflexology provided by an eligible practitioner

Vision care

(80% reimbursement)

- \$400 every two years for prescription eyewear (eye glasses, sunglasses and contact lenses), laser eye surgery, corneal incision
- \$150 every two years for eye examinations

Aids and appliances

(80% reimbursement)

- Devices such as insulin pumps, CPAP machines
- Aids such as hearing aids, orthotics, custom-made orthopedic shoes, wheelchairs, walkers, prostheses, wigs

Accidental dental

(80% reimbursement)

- Dental treatment required due to an accidental blow to natural and artificial teeth

Additional benefits

(80% reimbursement)

- Lab tests, private-duty nursing, ground/air ambulance transportation

RTOERO Travel Plan¹

(100% reimbursement)

- Unlimited number of trips up to 93 days each
- \$10 million per insured/trip for eligible expenses incurred as a result of an emergency occurring while travelling outside your province of residence
- Pre-existing medical conditions are eligible subject to 90-day medical stability clause
- Air ambulance coverage
- \$6,000 trip cancellation and interruption/delay per person/trip
- Pre-trip planning assistance
- \$1,000 for luggage loss

Best Doctors[®]

- Services to help you get the right diagnosis, the right treatment and the right care
- Expert opinions about your medical diagnosis and treatment options
- Assistance locating a family doctor, specialist or treatment facility - locally or globally
- Access to your medical records on the go

Venngo MemberPerks[®]

- 3,000+ discounts for health and wellness products and services, travel, entertainment, dining, sports and much more



Hospital and Convalescent Care

Semi-Private Hospital

(95% reimbursement)

- Unlimited number of days

Convalescent Care

(80% reimbursement)

- Covers charges for convalescent home care provided to you in your own home
- Includes assistance with activities of daily living, ambulation and exercise, homemaker services, self-administered medications, and other services needed to maintain or improve your functional ability
- Home care up to \$75/day following:
 - Up to 30 days of care following a 24-hour hospital stay
 - Up to 3 days of care following non-elective day surgery
- Up to \$75 per day for a temporary stay in a convalescent care facility for continued care up to 30 days per year



Dental Plan

Basic and preventive

(85% reimbursement)

- Unlimited maximum
- One standard exam, recall exam and polishing every 9 months
- Includes fillings, x-rays and repairs/rebase/relining of existing dentures

Minor Restorative

(80% reimbursement)

- \$850 annual maximum
- Includes root canal therapy, treatment of bones and tissues and occlusal equilibration

Major Restorative

(50% reimbursement)

- \$800 per year for crowns, posts, onlays and inlays, including crowns on implants
- \$800 per year for fixed bridges and partial dentures, including those on implants

	ONTARIO	QUEBEC	OTHER PROVINCES
DENTAL			
Single	\$67.00	\$67.62	\$62.04
Couple	\$132.14	\$133.36	\$122.35
Family	\$164.78	\$166.30	\$152.57
EXTENDED HEALTH CARE AND TRAVEL PLAN			
Single	\$112.71	\$113.75	\$104.36
Couple	\$225.45	\$227.54	\$208.75
Family	\$270.56	\$273.07	\$250.52
HOSPITAL AND CONVALESCENT CARE			
Single	\$16.56	\$16.71	\$15.33
Couple	\$33.07	\$33.38	\$30.62
Family	\$38.87	\$39.23	\$35.99

Where required by law, applicable taxes have been included in these monthly premium rates (8% in Ontario and 9% in Quebec)

Even if you can access a provincial drug benefit plan, such as the Ontario Drug Benefit (ODB), you still need prescription drug coverage. Plans such as ODB cover less than half of prescription drugs in Canada.

¹ This insurance product (if included with your coverage) is underwritten by Royal & Sun Alliance Insurance Company of Canada ("RSA") and is administered by Johnson Inc. ("JI"). JI and RSA share common ownership. Global Excel Management Inc. is the company appointed by RSA to provide medical assistance and claims services for this insurance product. The eligibility requirements, terms, conditions, limitations and exclusions which apply to the described coverage are as set out in the policy. Policy wordings prevail. Johnson Insurance is a trademark of Johnson Inc. ("JI"), a licensed insurance intermediary, and operates as Johnson Insurance Services in British Columbia and Johnson Inc. in Manitoba. *RSA, RSA & Design and related words and logos are trademarks and the property of RSA Insurance Group plc, licensed for use by RSA.

Save with RTOERO

Compare 2020 health benefits for education retirees

RTOERO

OTHER*

Extended Health Care + Hospital + Dental

SINGLE	COUPLE	FAMILY	SINGLE	COUPLE	FAMILY
\$196.27/mo	\$390.66/mo	\$474.21/mo	\$202.71/mo	\$399.50/mo	\$479.00/mo
tax incl., may differ slightly outside Ontario due to provincial tax rates					
ANNUAL COST SAVINGS WITH RTOERO					
SINGLE	COUPLE	FAMILY			
\$77.28/year	\$106.08/year	\$57.48/year			

Prescription Drugs

\$3,400	\$4,000
ANNUALLY - 85% REIMBURSED	ANNUALLY - 85% REIMBURSED
✓ covers ALL prescription drugs	✗ NOT ALL prescription drugs covered

Paramedicals eg: massage therapy

\$1,300	\$1,250
ALL PRACTITIONERS COMBINED - 80% REIMBURSED	ALL PRACTITIONERS COMBINED - 80% REIMBURSED
✓ No doctor's authorization needed	✗ Doctor's authorization required for some practitioners ✗ LIMITED reimbursement - per-visit max

Vision

\$400	\$150	\$375	\$125
VISION CORRECTION	EYE EXAMS	VISION CORRECTION	EYE EXAMS
✓ 80% - Every 2 years			

Travel

\$10 million	\$2 million
PER INSURED UP TO 93 DAYS PER TRIP	PER PERSON UP TO 95 DAYS PER TRIP
<ul style="list-style-type: none"> ✓ \$6,000 trip cancellation/interruption ✓ Private hospital room ✓ \$1,000 lost luggage per trip 	<ul style="list-style-type: none"> ✓ \$250/day for meals and accommodation, up to \$5,000 per trip ✓ \$10,000 vehicle return ✓ Guaranteed acceptance for trips longer than 93 days
<ul style="list-style-type: none"> ✗ \$6,000 trip cancellation/interruption ✗ Semi-private hospital room ✗ No coverage for lost luggage 	<ul style="list-style-type: none"> ✗ \$150/day for meals and accommodation, up to \$1,500 per trip ✗ \$2,000 vehicle return ✗ Medical questionnaire required for trips longer than 95 days

Dental

Basic & Preventative 85% UNLIMITED REIMBURSEMENT	Basic & Preventative 80% UNLIMITED REIMBURSEMENT
Minor Restorative \$850 - 80% REIMBURSED	Minor Restorative \$750 - 80% REIMBURSED
Major Restorative \$800 CROWNS + \$800 BRIDGES, PARTIAL DENTURES 50% REIMBURSED	Major Restorative \$700 - 50% REIMBURSED

*RTIP Plus 4000 Plan

Are you retirement ready?

Here are some thoughts and tips to get you started...



Socialize

Leaving the workforce means leaving a part of your social circle behind. So get out there and stay sharp!

Studies show that socially active retirees are not only happier, they're healthier—both mentally and physically.

Get your finances in order

Think beyond savings and annuities. Insurance coverage, the relative benefits of renting or owning, income tax, the need (or desire) to work part time.

Today's good decisions pave the way for tomorrow's small victories.

\$184,000

is the average amount people have saved for retirement.

\$750,000

is the average amount in personal savings they think they'll need for retirement.

Plan ahead

Saving for retirement is a journey. It's never too early to start or never too late to course correct. RTOERO has a wealth of resources to help you get planning.

Only 1 in 10 Canadians has a detailed retirement plan.

Our workshops get rave reviews!

"My husband and I have been retired for two weeks and are loving this new stage in our life. We appreciate the information and guidance we receive through RTOERO." - Jo-Ann

"RTOERO provides a wealth of financial information and helps with planning everything from daily budgets to once-in-a-lifetime travel." - Gordon

"I attended a few RTOERO Retirement Planning Workshops before I retired, and I knew that being part of this organization was the right thing to do. I've told all my former colleagues to sign up when it's their turn to retire!" - Carolyn

The procrastinator's guide to retirement

Retiring soon? With our help, your happy retirement is 10 easy steps away.

Helpful links

Joining RTOERO
rtoero.ca/free-membership

Canada Pension Plan
canada.ca/en/services/benefits/publicpensions/cpp

Old Age Security
canada.ca/en/services/benefits/publicpensions/cpp/old-age-security

RTOERO's job and volunteer opportunity board
rtoero.ca/programs-services/job-and-volunteer-opportunities

1

Join RTOERO for seamless post-retirement benefits and member benefits.

2

Contact Service Canada to apply for the Canada Pension Plan (CPP) and old age security (OAS) entitlement.

For info, visit canada.ca/en/services/benefits/publicpensions/cpp.html

3

Be in touch with HR to make sure you've completed all the forms and requirements.

4

Look up the first RTOERO district event after you retire, and register.

5

Check with your financial adviser regarding any last-minute details.

6

Notify your colleagues of your retirement date and post-retirement contact information.

7

Advise your insurance provider of your retirement date. You won't be commuting to work after that date and are likely entitled to a discount.

8

Two-thirds of RTOERO members volunteer. Research a new volunteer "job."

9

Check the expiry date on your passport.

10

Retire happy!



Can you afford to retire?

How to get your finances retirement-ready

It's never too late to make smart financial decisions for retirement. That's true even—sometimes especially—in the last five years before leaving the workforce. Your past savings, present investments and future retirement income have set the stage. Now is the time for some crucial decisions. Tick these off your to-do list.

1

Fine tune and think strategically

Financial plans are ongoing. You'll likely have an even better sense of your retirement goals, assets and possible expenses. With that, make some final pre-retirement financial tweaks. Should you make a last push in RRSPs? Splurge while you have disposable income? Re-allocate assets? Downsize before or after retiring? Or at all? Check in with your financial adviser to discuss all of the implications.

With just a few earning years left, ensure your plan still fits. That means updating your saving, spending and tax-efficient withdrawal strategies as needed, says Doug Lamb, a Toronto-based certified financial planner.



2

Try to pay off debt

Margaret Coleman, District 11, Waterloo was on track to carry her mortgage into retirement. So she accelerated her payments. Coleman never missed the extra money coming off her account, and three years before retiring she was mortgage-free. "Getting that paid off was the best thing I did," she says.

She also anticipated a future expense - replacing her aging car, which she owned outright. For the last three years of her work life, Coleman contributed the equivalent of a car payment every two weeks into a tax-free savings account. She saved \$11,000, which she put towards a new car after she retired. Great advance thinking to cut down a debt.



4

Consider how continued work fits in

Lamb defines true retirement as the point where you no longer rely on work for money. That has ramifications on your plans. Many people choose to keep working after retiring from a career, maybe part-time in the same field or in a whole new area. There's a difference, however, between working for extra pocket money or to make ends meet.

Play with different scenarios around your revenue and spending, says Lamb. If your plan isn't viable without more income, and you're not willing or able to cut expenses, think about delaying retirement.

3

Seek advice widely

Go beyond your financial adviser to test drive your plans. Take advantage of retirement workshops, and pick the brains of friends or family who've already retired. "It's a whole different world, and you're trying to get your head around it," says Coleman.

Rick Atkinson, author of the book *Strategies for Retiring Right*, says people should create a thorough retirement vision—their financial picture, and also what a balanced lifestyle looks like. How will they maintain their physical, mental and spiritual health? What will make them happy? Then run that vision by a small and trusted circle.



5

Be flexible

With people retiring younger and living longer, you may have to fund a retirement that lasts decades. Your goals may have timelines. Yet those can shift, and you need the funds available to adjust.

Coleman had a heart attack a year before she retired, and didn't take anything for granted. She decided to front load some of her big spending, taking early CPP and travelling to Russia, Turkey, India and Peru. "I wanted to kick things off my bucket list," she says.

To make the best financial choices, think carefully about what you really want to do in retirement and at what stage. Now that you can see the finish line, all of your plans come into sharper focus.

What is your retirement personality?

Are you planning to retire or have you recently retired? If you are wondering what to expect and how to plan your time during this next life stage, the answers may come from you. Your personality and preferences will likely shape your retirement journey. To imagine your retirement, identify which of the following personalities most closely describes you.



Explorer

We all started out life exploring the world around us, and some never stop. Think Jane Goodall. This exploration might be physical or mental. Your retirement will offer time to explore the world around you.



Director

Directors are the organizers, the party planners, the centre of the social world. Think of the Barefoot Contessa or Oprah Winfrey. For you, retirement will mean that your social calendar is more full than ever.



Artist/Creator

For this personality, joy is found in making things. Painting, pottery, sculpture, knitting, sewing, gardening, decorating, writing—you get the idea. For you, retirement fulfils the dream of more time to pursue your creative endeavours.



Collector

The thrill for the collector is to have the most interesting objects or experiences. Purses, shoes, DVDs, wine, books, trips—anything and everything is fair game. Jay Leno, for example, is famous for his car collection. Your retirement will afford you the time to follow your interests.



Athlete

Kinesthetic learners need to move and love being on the go. They may participate in dance, yoga or sports, but competition isn't the main objective—the activity itself is the objective. Your retirement will allow more time for the active lifestyle you love.

Support healthy aging with RTOERO Foundation



RTOERO members help raise awareness on issues impacting the health and wellness of older adults.



Members connect with each other and join campaigns to end social isolation.



Members fund research and training for professionals in geriatrics and gerontology.

The RTOERO Foundation also provides a source of inspiration for tribute and legacy giving.



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[@rto_ero](https://twitter.com/rto_ero)

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bit.ly/RTOEROYouTube