

Welcome to the RTAM Pre-retirement Seminar!



Please mute your microphones and ask questions in the Chat Box.



Land Acknowledgment & Greetings from RTAM

Jayesh Maniar, RTAM President

Welcome and Review of Agenda

David Harkness, Former Director

RTAM Group Benefit Plans

Jessica Simpson, Senior Consultant - Group Benefits, Johnson Inc.

Teachers' Retirement Allowances Fund

Melissa Hancox, TRAF Member Services Specialist

5-Minute Break

What is RTAM & Preparing for Retirement

David Harkness, Former Director

RTAM Website Review

Dianne Casar, Member Services Manager

Life after Teaching and More

Dave Najduch, RTAM member and former Director

Q & A and Closing

David Harkness

RTAM Group Benefit Plans

Jessica Simpson

Senior Consultant Group Benefits, Johnson Inc.



[ACTIVE
MEMBERS+](#)

[RETIRED
MEMBERS+](#)

[LIFE
EVENTS +](#)

[EMPLOYERS](#)

Teachers' Retirement Allowances Fund

Melissa Hancox

TRAF Member Services Specialist

5-Minute Break



WHO ARE WE?



Upon retirement you are no longer a member of MTS; RTAM is now your voice, representing over 10,500 RTAM members, as well as non-member retired teachers.

We advocate on your behalf with many agencies:

- The Canadian Association of Retired Teachers (ACER-CART)
- The Manitoba Government
- All provincial political parties
- The Manitoba Teachers' Society (MTS)
- The Manitoba School Boards Association
- The Manitoba Seniors' Coalition

WHAT WE DO



- Advocate for the needs of retired public and private school teachers.
- Offer access to comprehensive and economical Health, Dental, Vision, and Travel insurance.
- Advocate to defend your Defined Benefit Pension plan, working conditions for retired teachers who substitute, and other issues affecting older adults.
- Nominate candidates for a seat on the TRAF Board, thanks to Bill 208 (passed in 2023).



- Offer four post-secondary Student Awards to relatives of members.
- Fund four bursaries to qualified Indigenous students at the University College of the North.
- Publish RTAM's digital quarterly magazine, *Keep In Touch (KIT)*
- Share information and opportunities through our website:
www.rtam.mb.ca
- Support urban and rural Chapters and Special Interest Groups to stay connected with former colleagues (8 in Manitoba; 2 outside Manitoba).
- Hold pre-retirement seminars like this one.



STANDING COMMITTEES



- Advocacy (Public Relations, Pension, & Political Advocacy)
- Benefits
- Communications (*Keep In Touch* Editorial)
- Equity, Diversity, and Inclusion
- Membership, Chapters, and Special Interest Groups
- Student Awards / Student Success Portfolio
- Substitute Teacher Concerns

MEMBERSHIP SUMMARY



There are four types of RTAM Membership:

- Full Membership on a TRAF Pension (most of you)
- Full Membership without TRAF Pension (private/deferred)
- Associate Membership (survivors/other jurisdictions)
- Education Community Membership (NEW: other educational workers)

More detail in the next 4 slides, which we will skip for now.

MEMBERSHIP



- *RTAM FULL Membership (on a TRAF Pension)*
- A certified teacher with five years of teaching experience in Manitoba in receipt of a pension from TRAF;
- *RTAM FULL Membership (non-TRAF Member)*
- A retired Manitoba-certified teacher with five years of teaching experience in Manitoba who is not eligible to receive a pension from TRAF.
-
- **Teachers who have retired from an independent or private school, would apply with this application form, as would public school teachers who are retiring, but deferring their pension to a later date.*



- *RTAM ASSOCIATE Membership*
- An Educator, resident in Manitoba, who receives a pension from a teacher's fund in a Canadian jurisdiction outside of Manitoba;
- An Educator receiving a Manitoba Civil Service Superannuation Fund (CSSF) pension, or resident in Manitoba and in receipt of an equivalent pension from a Canadian jurisdiction outside of Manitoba;
- A non-Educator in receipt of a TRAF pension;
- A person who holds a teaching certificate, who is not retired, who is contributing to TRAF, the CSSF, or its equivalent in a Canadian jurisdiction, and who is a member of the RTAM Long Term Care-Plan;



RTAM ASSOCIATE Membership Application – continued

A person who is not retired, who is contributing to a Manitoba university or college pension fund, or its equivalent in a Canadian jurisdiction outside of Manitoba, and is a member of the RTAM Long Term Care Plan;

The spouse/partner of a full or associate member,
or

The surviving spouse/partner of a full or associate member.



Education Community Membership

An individual who has worked within a school, college, university, or education learning facility within Manitoba as part of the education community for a minimum of 5 years;

Education Community members are not voting members of RTAM and as such may not vote on formal matters of RTAM business or take a position with the RTAM Board of Directors.

Any person qualified for such membership shall become an Education Community Member upon payment of the set membership fee.

**Membership applications are available online at www.rtam.mb.ca under Join RTAM

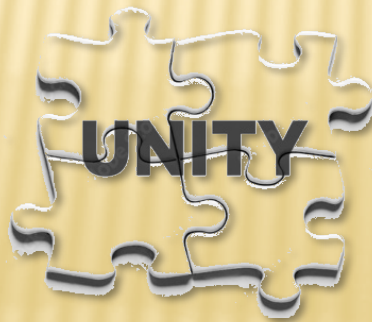
RTAM FEES

The current annual membership fee is \$36 per year.
(\$48/year starting July 1, 2025)

- ❖ Members receiving a TRAF pension can opt to have \$3.00 deducted monthly from their TRAF pension for RTAM membership dues. (\$4 starting July 1, 2025)
- ❖ Members not receiving a TRAF pension pay \$36 (\$48 as of July 1, 2025) at the time of joining and then annually on July 1st. Invoices are forwarded from the RTAM office directly.

**Fee amount is subject to change.*

**Please note that RTAM fees are not considered professional fees and are therefore not tax deductible on your income tax.*



ROLES & RESPONSIBILITIES

RTAM	MTS	TRAF
<ul style="list-style-type: none"> - Provides MTS with information related to provincial bargaining for retired teachers who substitute 	<ul style="list-style-type: none"> - Bargaining agent for active teacher and substitutes - Contact for retired teachers who are substitutes 	<ul style="list-style-type: none"> - Administrators of the public school employees pension plan - Deal with <u>all</u> pension related matters
<ul style="list-style-type: none"> - A retirement benefits group. - Provides seminars and activities of interest to retirees. - Offers a group benefits plan administered by Johnson Inc. 	<ul style="list-style-type: none"> - Offers the MPSEBP through Blue Cross to active and retired teachers - Contact Dan Turner for more information 	<ul style="list-style-type: none"> - Promotes membership to RTAM during pre-retirement meetings
<ul style="list-style-type: none"> - The voice of retired teachers in Manitoba! - Advocates for COLA and defined benefit pensions and older adult issues 		

MEMBER BENEFITS ON RTAM.MB.CA

-  A Variety of Webinars
-  Insurance Information
-  Wellness Events
-  Social Events
-  Discount Programs
-  Travel Opportunities
-  RTAM Information
-  Volunteer Opportunities
-  Student Awards
-  Our Events Calendar
-  *Keeping In Touch* Magazine
-  Chapter & Group Links

Just a Reminder that this is available here:

[Why Join RTAM](#)

RTAM BENEFITS SUMMARY COMPARED TO MPSEBP

The content provided herein is for informational purposes only and should not be considered legal or insurance advice. Rates and coverage are subject to change. For the most current and detailed information about the coverage provided in each plan and the specific limits which apply go to:

- <https://rtam.johnson.ca/health-insurance>
 - a. Certificate of Insurance (this has the plan coverage details)
 - b. You can also check Prestige Travel, Medoc Travel, Trip Cancellation, Term Life, Guaranteed Life and the Dental Plan through this web page.
- www.mpsebp.ca under "Retirees" for the Benefits Plan Booklet for MPSEBP

	Retired Teachers Association of Manitoba (RTAM) *** Desjardins Financial Security/RSA (April 1, 2024 - March 31, 2025)		Manitoba Teachers' Society*** MPSEBP / Manitoba Public School Employees Benefit Plan (As of March 2022)
	CORE Extended Health (EHC)	NEW Enhanced Health (EHC) **	
Eligibility	All plans are available on an individual selection basis <ul style="list-style-type: none"> • Prestige Travel is available to Full Members <u>only</u> • MEDOC is available to Full and Associate members • Extended Health Care (EHC): no medical evidence if applied for within 60 days of losing group benefits (after 60 days, medical underwriting is on an accept or decline). Option to upgrade to Enhanced Plan at renewal without medical evidence. • Single Coverage for member is allowed under all plans available 		<ul style="list-style-type: none"> • Apply within 90 days of retirement • Travel coverage is mandatory for those who retire after January 1, 2008 • Must enroll according to true family status listing all eligible dependents • As of January 2021, all communication about health benefits will be provided by email only. <p>NOTE: Current WTA Retirees, please refer to the letter sent to you by the association dated June 23, 2022, for your eligibility and enrollment option.</p>
EHC Benefit Reimbursement	<ul style="list-style-type: none"> • 80% of eligible expenses per insured, unless otherwise specified (Individual limits apply) • Annual maximum \$10,000 combined eligible drug and non-drug expenses <p style="text-align: right;">Page 4</p>	<ul style="list-style-type: none"> • 80% of eligible expenses per insured unless otherwise specified • Annual maximum \$12,000 combined eligible drug and non- drug expenses. <p style="text-align: right;">Page 4</p>	<ul style="list-style-type: none"> • 80% unless otherwise specified, Reasonable & Customary (R&C) (Individual limits apply) • Direct deposit reimbursement
Prescription Drug Coverage	<ul style="list-style-type: none"> • 80% of eligible drugs • \$6 dispensing fee cap. • 8% mark-up limit • Based on Manitoba Pharmacare Formulary 	<ul style="list-style-type: none"> • 90% of eligible drug • \$6 dispensing fee cap. • 8% mark-up limit • Based on Manitoba Pharmacare Formulary 	<ul style="list-style-type: none"> • 80% of drug coverage provided if not using preferred pharmacies. • 90% of drug coverage if you use Costco Pharmacy or Express Scripts Canada. • \$2,750 annual max./insured per person per calendar year.

Preparing for Retirement

- ☆ Making the Decision
- ☆ Understanding Your Finances
- ☆ Lifestyles
- ☆ Final Notes

Lesson Plan

Date:	Grade level:
Teacher:	Subject:
Objectives:	
Materials:	Sources:
Procedure:	
Evaluation:	

www.typecalendar.com

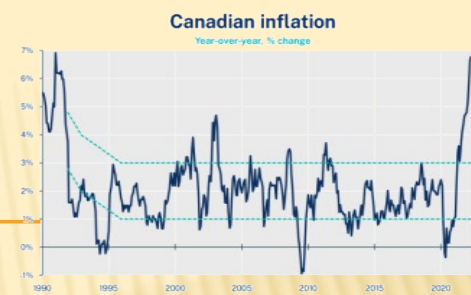
Making the Decision

- ☆ **Varies for every person**
- ☆ **Do you have a partner?**
- ☆ **Will the finances work?**
- ☆ **Do you have a plan? (Here's how to make one!)**

FINANCE CONSIDERATIONS

- ★ Debt is easier to pay down when fully employed; being debt-free in retirement is wonderful!
- ★ Consider using a Financial Advisor, preferably one with a **fiduciary obligation** to you.
- ★ Moving? Second home? Downsizing? Consider all costs.
- ★ Make a budget: what are your current ongoing expenses, and will your retirement income cover them? Include savings. Try it for a couple of months!
- ★ Choose a health care plan that meets your needs and considers personal and family history. Coverage and deductibles count!
- ★ Compare travel insurance: exams, existing conditions, coverage, length of travel deductibles, cost.

RETIREMENT INCOME



- \$ TRAF Pension: request quotes. **Not** fully indexed.
- \$ Savings and Investments, RRSP's, TFSA's, RRIF's
- \$ Other Pension Plans from previous careers
- \$ CPP (Canadian Pension Plan): bridge? 60? 70?
Fully indexed.
- \$ OAS (Old Age Security): bridge? 65? (\$727.67)
75? (\$800.44) Fully indexed. Clawbacks at
\$148K and up.
- \$ Work/Entrepreneurship: Now may be the time!

Lifestyles: The 5 R's

Dave Bernard, *I Want to Retire! Essential Considerations for the Retiree to Be and Navigating the Retirement Jungle*



Reward yourself: be as busy or leisurely as you want. Freedom is its own reward, and you've earned it.

Rejuvenate your life: you don't have to get up at 6 after staying up late marking and prepping—but you can go fishing!

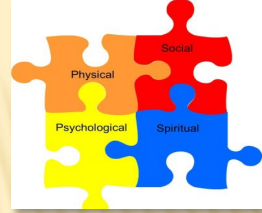
Refocus your energies: You now have more time for family, friends, health, and hobbies and passions. And yourself!

Renew your interests. Revisit old pastimes or pick up new ones; you now have thousands of hours free.

Respect your limitations. Maybe you can't run a 10-minute mile any more—but you can still run (if you want to!).



Successful Retirees



- Are physically, mentally, spiritually, socially, and mentally involved
- Cope well with a time of sudden and major change in daily life
- Learn that life is far more than 'the job'
- Develop a new sense of purpose for this stage in life
- Take preparation seriously (lesson plans are good practice!)
- Consult with their partners.



Explore!

Work
(if you want to)

Set New Goals

Nurture
Yourself



Be Positive

Smell These!

Learn New
Skills



Volunteer

Exercise

Get Creative

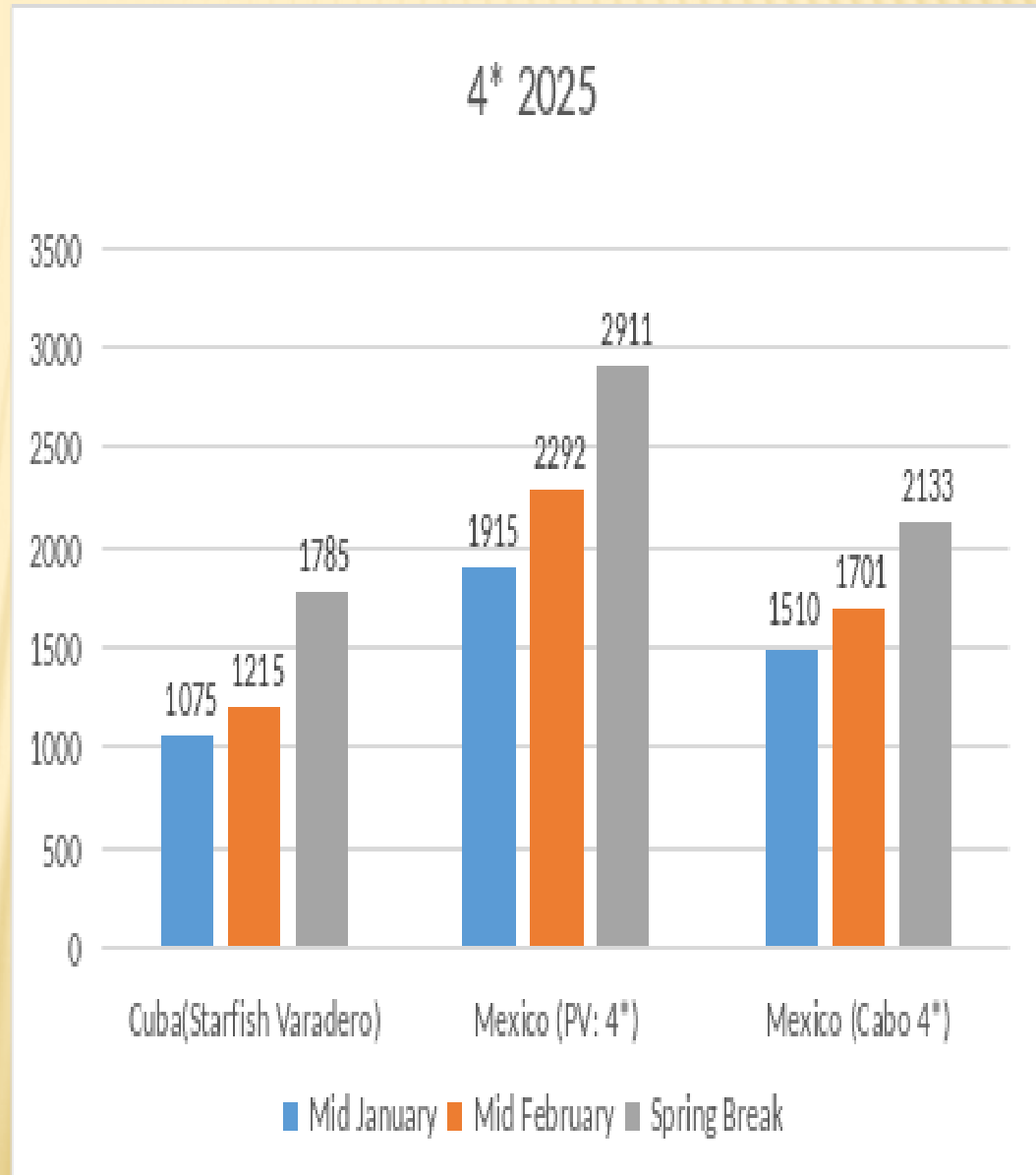
Try New Tastes

Try New Places

Try New Activities

But How?

- ✓ Live high by spending less.
- ✓ Enjoy that Senior Discount!
- ✓ Travel off-peak.
- ✓ Take the tax advantages!
 - Pension benefit
 - Pension income splitting
 - Age benefit



Got a Go-Bag Packed?

Look for Last Minute Deals

This week at Selloff Vacations.com

<p>Havana, Cuba Blau Arenal Habana Beach</p> <p>★★★</p> <p>Save up to 47%</p> <p>Jan 21, 2025 7 days All Inclusive</p> <p>\$985 taxes and fees incl.</p>	<p>Havana, Cuba Blau Arenal Habana Beach</p> <p>★★★</p> <p>Save up to 49%</p> <p>Jan 24, 2025 7 days All Inclusive</p> <p>\$985 taxes and fees incl.</p>	<p>Varadero, Cuba Starfish Varadero</p> <p>★★★</p> <p>Save up to 42%</p> <p>Jan 24, 2025 7 days All Inclusive</p> <p>\$985 taxes and fees incl.</p>	<p>Varadero, Cuba Starfish Jibacoa</p> <p>★★★</p> <p>Save up to 37%</p> <p>Jan 21, 2025 7 days All Inclusive</p> <p>\$1005 taxes and fees incl.</p>
<p>Varadero, Cuba Starfish Cuatro Palmas</p> <p>★★★</p> <p>Save up to 44%</p> <p>Jan 28, 2025 7 days All Inclusive</p> <p>\$1095 taxes and fees incl.</p>	<p>Varadero, Cuba Hotel Las Morlas</p> <p>★★★★</p> <p>Save up to 45%</p> <p>Jan 25, 2025 7 days All Inclusive</p> <p>\$1105 taxes and fees incl.</p>	<p>Varadero, Cuba Starfish Cuatro Palmas</p> <p>★★★</p> <p>Save up to 39%</p> <p>Jan 31, 2025 7 days All Inclusive</p> <p>\$1245 taxes and fees incl.</p>	<p>Varadero, Cuba Melia Las Americas Golf and...</p> <p>★★★★★</p> <p>Save up to 37%</p> <p>Jan 25, 2025 7 days All Inclusive</p> <p>\$1525 taxes and fees incl.</p>
<p>Riviera Maya, Mexico Bluebay Grand Esmeralda</p> <p>★★★★★</p> <p>Save up to 39%</p> <p>Jan 18, 2025 7 days All Inclusive</p> <p>\$1565 taxes and fees incl.</p>	<p>Puerto Vallarta, Mexico Plaza Pelicanos Club Beach ...</p> <p>★★★</p> <p>Save up to 29%</p> <p>Feb 28, 2025 7 days All Inclusive</p> <p>\$1695 taxes and fees incl.</p>	<p>Riviera Maya, Mexico Riu Lupita</p> <p>★★★★★</p> <p>Save up to 32%</p> <p>Jan 18, 2025 7 days All Inclusive</p> <p>\$1695 taxes and fees incl.</p>	<p>Riviera Nayarit, Mexico Decameron Los Cocos Guay...</p> <p>★★★</p> <p>Save up to 26%</p> <p>Jan 24, 2025 7 days All Inclusive</p> <p>\$1725 taxes and fees incl.</p>
<p>Riviera Nayarit, Mexico Decameron Isla Coral Guay...</p> <p>★★★★</p> <p>Save up to 25%</p> <p>Jan 24, 2025 7 days All Inclusive</p> <p>\$1765 taxes and fees incl.</p>	<p>Mazatlán, Mexico El Cid Granada</p> <p>★★★★</p> <p>Save up to 10%</p> <p>Feb 28, 2025 7 days All Inclusive</p> <p>\$1865 taxes and fees incl.</p>	<p>Cancun, Mexico All Ritmo Cancun Resort an...</p> <p>★★★</p> <p>Save up to 27%</p> <p>Feb 27, 2025 7 days All Inclusive</p> <p>\$1895 taxes and fees incl.</p>	<p>Puerto Vallarta, Mexico Las Palmas By The Sea</p> <p>★★★</p> <p>Save up to 11%</p> <p>Feb 23, 2025 7 days All Inclusive</p> <p>\$1975 taxes and fees incl.</p>
<p>Puerto Plata, Dominican Republic Lifestyle Tropical Beach Res...</p> <p>★★★★</p> <p>Save up to 35%</p> <p>Jan 23, 2025 7 days All Inclusive</p> <p>\$1525 taxes and fees incl.</p>	<p>Puerto Plata, Dominican Republic Cofresi Palm Beach Resort a...</p> <p>★★★★</p> <p>Save up to 11%</p> <p>Feb 27, 2025 7 days All Inclusive</p> <p>\$1715 taxes and fees incl.</p>	<p>Puerto Plata, Dominican Republic Presidential Suites Puerto PL...</p> <p>★★★★</p> <p>Save up to 35%</p> <p>Jan 23, 2025 7 days All Inclusive</p> <p>\$1725 taxes and fees incl.</p>	<p>Santo Domingo, Dominican Repu... Whala Bocachica</p> <p>★★★</p> <p>Save up to 27%</p> <p>Jan 19, 2025 7 days All Inclusive</p> <p>\$1725 taxes and fees incl.</p>
<p>Puerto Plata, Dominican Republic Casa Marina Beach and Ree...</p> <p>★★★★</p> <p>Save up to 11%</p> <p>Feb 27, 2025 7 days All Inclusive</p> <p>\$1745 taxes and fees incl.</p>	<p>Punta Cana, Dominican Republic Whala Bavaro</p> <p>★★★★</p> <p>Save up to 26%</p> <p>Jan 18, 2025 7 days All Inclusive</p> <p>\$1815 taxes and fees incl.</p>	<p>Santo Domingo, Dominican Repu... Hodelpa Garden Suites Golf ...</p> <p>★★★★</p> <p>Save up to 19%</p> <p>Feb 19, 2025 7 days All Inclusive</p> <p>\$2025 taxes and fees incl.</p>	<p>Punta Cana, Dominican Republic Vista Sol Punta Cana</p> <p>★★★★</p> <p>Save up to 19%</p> <p>Feb 19, 2025 7 days All Inclusive</p> <p>\$2035 taxes and fees incl.</p>

Cuba

Mexico

Dominican Republic



Final Notes

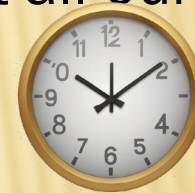
Make or update your Will, Power of Attorney, and Health Care Directive: sign up when RTAM offers an online seminar, but also consult a lawyer as laws vary from jurisdiction to jurisdiction.

Funeral Arrangements: you can plan what *you* want for your funeral, and ease the burden on your family making decisions at that time.

Your online presence needs a plan also. Check out *Your Digital Undertaker* by Sharon Hartung, which has an abundance of information on dealing with your online presence after you're gone.

THE BIG CHALLENGE

- A standard 9-5 job uses up 2000 hours per year, and we all know that teaching is not a standard job.
- We all know how to spend **\$** (we've been doing it all our lives), but now we have to learn how to spend
- Looking for things to do? Start with RTAM.MB.CA



New Website and Member Portal

- In October 2024, RTAM launched a new website.
- A Member Portal is available to RTAM members who create an account to update personal information, view billing information and to register for RTAM events.
- The RTAM Member Portal is separate from your TRAF account and online portal.

LIFE AFTER TEACHING (AND MORE!)



- Dave Najduch
- RTAM Member & Former Director
 - Current TRAF Board member

CLOSING REMARKS



- Don't forget the evaluation form—you could win a prize!
 - *(See—you're not done with assessment yet!)*
- Q & A time
- Enjoy the rest of your weekend!

The larger the membership, the stronger the voice!

JOIN RTAM

Contact: Dianne

Member Services Manager

info@rtam.mb.ca

204-889-3660

Toll free 1-888-393-8082

DISCLAIMER

- *The Retired Teachers' Association of Manitoba does not provide tax, legal, accounting, health, lifestyle, or any other form of advice.*
- *All material and information offered at this seminar is for informational purposes only, and is not intended to provide, and should not be relied on for, tax, legal, accounting, health, lifestyle or any other form of advice.*
- *Attendees should consult appropriate professionals to determine what may be best for their individual needs.*