

# Cremasco's Corner

Quarterly Journal of Group Benefits & Retirement

Fall Issue - 2014



## Featured Clients: Congratulations!!!

### Congratulations!

*For the Milestones/Anniversaries of long time Businesses as recognized in the Chamber Bulletin.*

#### *In Business 25 to 45 Years*

***Pond's Foto Source  
Second Chance Employment Counselling (Wellington) Inc.***

#### *In Business 50 Years and More*

***McElderry & Morris  
J.G. Goetz Construction Ltd.***

#### *This issue*

<i>Featured Client</i>	<i>P1</i>
<i>Trivia Challenge</i>	<i>P1</i>
<i>Meet the Team</i>	<i>P1</i>
<i>Retirement Readiness</i>	<i>P2</i>
<i>Maternity/Parental Leave</i>	<i>P2</i>
<i>Chronic Illness</i>	<i>P3</i>
<i>Recipe...delicious</i>	<i>P4</i>
<i>Lina's Thoughts</i>	<i>P4</i>

#### TRIVIA

Last quarter's winner

***Laura Dimitroff  
2<sup>nd</sup> Chance Employment  
Counselling***

Who discovered Oxygen in 1774?

- a) Joseph Priesley
- b) Thomas Edison
- c) Carl Wilhelm Scheele
- d) Antoine Lavoisier
- e) Henry Fuseli

Enter the draw by emailing [lina@cremasco.com](mailto:lina@cremasco.com) with the correct answer for a chance to WIN a \$20 Tim's Card!

**[www.cremasco.com](http://www.cremasco.com)**

#### Meet the Team



**Name:** Debbie Rintoul

**Likes:** Travelling each January with my husband & friends to somewhere warm like Jamaica or different parts of Mexico, spending a week at the cottage each year with our entire family and the rest of the year cheering on our grandsons from the sidelines for their different activities.

**Dislikes:** yogurt & cats

**Status:** Happily married for 43 years, proud mother of 3 grown children & very blessed Nana to 5 young grandsons

**Hire Date:** January of 2000

**Experience:** over 40 years in the Insurance Industry

**Job Title:** Business Coordinator

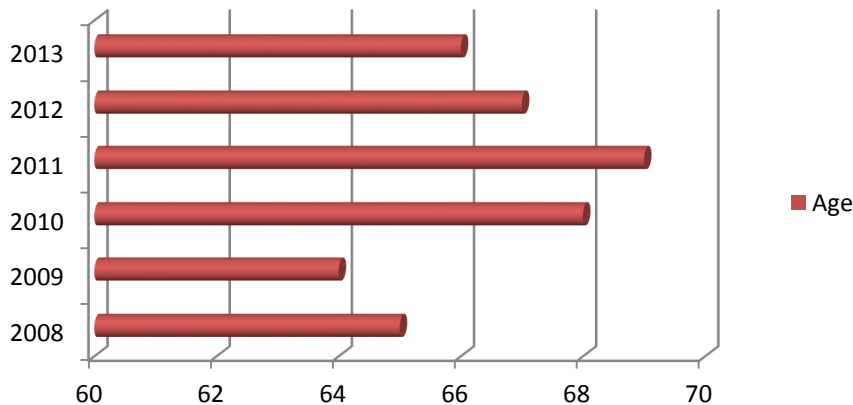
**Functions:** Servicing our life insurance clients, preparing insurance presentations & tracking our insurance applications. Product knowledge/resource insurance person in the office.

**Debbie Rintoul**

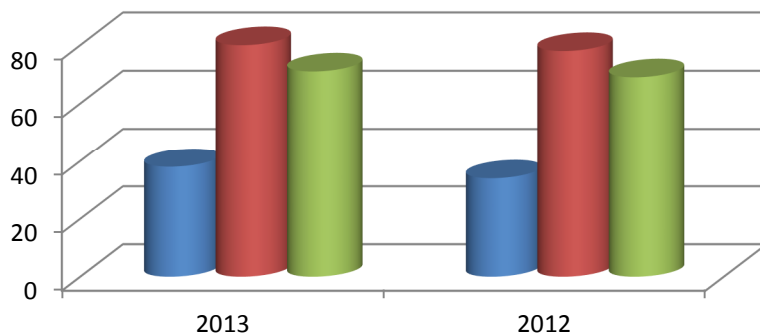
## Retirement Readiness

The 2014 Sun Life Canadian Unretirement Index shows signs of growing optimism in Canadian attitudes on retirement. The average expected age of retirement was 66, the lowest in four years. The survey also showed slight improvements in Canadians' confidence in financing retirement expenses.

### Average Expected Retirement Age



- Satisfied with Retirement Savings
- Confident they can pay for basic living expenses in retirement
- Confident they can pay for medical expenses in retirement



### Retirement Plans

- 8% Plan to retire before the age of 60
- 27% Plan to retire between the ages of 60 & 65

### Plans for age 66:

- 28% Fully retired
- 27% Working Full-Time
- 29% Working Part-Time

### Of those who expect to work past the age of 65:

- 65% Because they need to
- 35% Because they want to

July/August 2014 plans & trust

## Handling Group Benefits on Maternity / Parental Leave

Canadian Labour Standards and Practices outline that an employee on this type of leave should be treated the same as any other regular, active employee. The employer is obligated to maintain all benefits that an active employee would be offered. This includes all standard group benefits, such as life, health, dental and long term disability (LTD) or other disability benefits.

It is important to have LTD coverage because the employee is eligible for LTD benefits in the event that a complication occurs during the pregnancy or if the individual develops an illness or has an accident while on leave. Typically, the employer would obtain premium payments from the employee through a series of postdated cheques.

Regardless if it is the employer or the employee paying for the LTD premium, the employee cannot and should not opt out of this coverage. The only option to avoid premium payment, which is not recommended, is for the employee to request to be removed from the benefits plan. The employee would agree to be taken off the group plan entirely, i.e. for all benefits.

We would strongly recommend against this because it leaves the employee highly exposed, should there be any unforeseen medical situation. If an employee insists on being removed a signed benefits waiver form must be obtained to acknowledge acceptance of any liability.

Carlo Nichini, TRG Group Benefits  
smallbizadvisor | August 14<sup>th</sup>, 2014

# Support employees who are living with chronic illness.

By 2021 Statistics Canada estimates that almost one-quarter of the Country's labour force will be age 55 or older, including 17 million Canadians living with a chronic condition including:

- Arthritis – 4.6 million Canadians
- Hypertension – 5.1 million Canadians
- Diabetes – 1.9 million Canadians
- Asthma – 2.4 million Canadians

Chronic diseases have a substantial influence on the workforce. For example arthritis often includes permanent reductions in work hours, absenteeism, lost productivity, employees who have to stop work or change jobs. This cost is estimated at \$11,553 per person annually.

Employers will want to provide support for those valuable employees with chronic illness. Work gives chronically ill people a purpose as well as an opportunity to be productive and socialize with others.

Practical steps that employers can take to further support these employees.

- 1. Make sure that all employees know where to get information about their benefits and other available resources.** (Employee may not be comfortable disclosing their conditions to their manager or co-workers.)
- 2. Make sure that front-line managers are well trained to understand that occasional performance issues can be the result of struggling with an illness, rather than a lack of skills or motivation.**  
Common signs of critical illness include sudden change in performance, having less energy or being distracted.
- 3. Have regular check-ins by HR or a manager to determine if any special accommodations are required.**  
This strategy can help to identify possible issues to create happier, more productive employees. Small changes like using an ergonomic desk or chair or offering more flexible work arrangements (flex hours, or the option of working from home) can made a big difference in retaining employees for a long term

As chronic illness affect more and more Canadians, employers need to take note and respond to this growing health issue because not doing so may hurt their bottom line.

Summarized from "**Working Well**"

By Monique Gignac  
BenefitsCanada | April 2014



*In keeping with main meals and now that the cold weather is on its way every home needs a good hardy soup to keep them warm. From my Nonna's Kitchen to yours, try this mouth-watering Minestrone Soup recipe and let us know what you think...*

## Minestrone Soup

### Ingredients

- ✿ 3 Tablespoons extra-virgin olive oil
- ✿ 2 large onions
- ✿ 3 garlic cloves, minced
- ✿ 3 celery stalks, diced
- ✿ 2 large carrots, diced
- ✿ 2 zucchini, diced
- ✿ 3 potatoes, diced
- ✿ ½ cabbage finely chopped
- ✿ 2 cups of Tomato Puree (660ml)
- ✿ 1 teaspoon dried oregano
- ✿ 1 teaspoon dried basil
- ✿ 1 15 – ounce can low-sodium kidney beans, drained and rinsed
- ✿ 1 cup of elbow pasta



### Preparation:

#### Directions

In a large pot sauté the onions and garlic in the olive oil, add 1-2 cups of water (depending on the size of your pot) and simmer on med./low heat for 3-4 minutes or until translucent.

Proceed to add carrots, celery, oregano, basil, black pepper and salt for taste.

Stir in strained tomatoes, zucchini, potatoes and an additional 2 cups of water. Chop and stir in cabbage, beans and add remaining 4 cups of water.

Simmer for 25-30 minutes. Add fresh Parsley and drizzle with Extra Virgin Olive Oil (optional) and serve.

In another pot, boil water and cook the elbow pasta. Add it to the minestrone as needed.

***Buon Appetito!***

### *Lina's Thoughts:*

*LIFE is like a camera... FOCUS on what is important, CAPTURE the good times, DEVELOP from the negatives, and if things don't work out, TAKE ANOTHER SHOT. I really live by these words as they have made my life a little less stressful.*

*"Hard work doesn't guarantee success, but improves its chances." - B.J. Gupta*

**We appreciate  
YOUR BUSINESS!**

*Our motto "of common purpose"™ speaks to our belief; it is only in helping our clients to succeed that we too are able to succeed."*

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