

My Benefits Update



March 2018

2018 Benefits Update

Your benefits coverage through CUPE Locals 1145, 1770, 1775 and 3260 is an important part of your total compensation package, providing health and dental coverage and financial protection for you and your family throughout your career. That is why we are proud to offer you a comprehensive program that includes 100% reimbursement for all health and drug expenses (subject to maximums).

The Group Insurance Trust Committee for CUPE Locals 1145, 1770, 1775 and 3260 recently completed the annual renewal of your benefits program. Below are the results of the renewal, including highlights of the rate changes effective April 1, 2018.

2018 rates

Each year we review our benefits program to ensure that contribution rates are adequate to pay expected claims and expenses in the coming benefit year.

As a result of this review, you will see some changes to the basic and dependent life, health and dental rates effective April 1, 2018. Although some of our rates are increasing, they do remain competitive when compared to industry norms.

There will be no change to the cost of long-term disability coverage, travel coverage, optional life and basic and optional accident coverage.

Plan	Rate Change	Plan	Rate Change
Basic and Dependent Life	12.4% increase in rates	Health Plan	6.5% increase in rates
Basic and Optional Accidental Death & Dismemberment (AD&D)	No change in rates	Dental Plan	2% increase in rates
Optional Life	No change in rates	Travel Plan	No change in rates
Long-term Disability	No change in rates		

Overview of rate changes

Here's an overview of the rate changes effective April 1, 2018:

		12-month employees			10-month employees		
		Cost per month			Cost per month		
		Current	New	Difference	Current	New	Difference
Health coverage	- Single	\$62.94	\$67.03	\$4.09	\$75.53	\$80.44	\$4.91
	- Family	\$146.68	\$156.22	\$9.54	\$176.02	\$187.46	\$11.44
Dental coverage	- Single	\$21.50	\$21.93	\$0.43	\$25.80	\$26.32	\$0.52
	- Family	\$45.36	\$46.26	\$0.90	\$54.43	\$55.51	\$1.08
Basic life – for you (\$50,000 of coverage)		\$7.76	\$8.73	\$0.97	\$9.31	\$10.48	\$1.17
Dependent life		\$1.83	\$2.06	\$0.23	\$2.20	\$2.47	\$0.27

Change in Administration of Spousal Optional Life Benefit

Effective April 1, 2018, Spousal Optional Life coverage will terminate when either the spouse or the employee reaches age 65, whichever is earlier. This represents a change from the current practice where Spousal Optional Life coverage terminates when the employee reaches age 65. As a transition arrangement, if the spouse is age 65 or over as of March 31, 2018 and the employee is under age 65, Spousal Optional Life coverage will continue until the employee has reached age 65.

A closer look at health and dental costs

Member health and dental premium rates are determined by the paid claims of the group. Premium rates must be able to cover the cost of claims made under the Plan as well as the costs of running the Plan. Health costs in Canada have continued to rise over the last few years. An aging population, increased use of services and more expensive treatments are all factors that are causing benefit costs to increase.

Tips to help control benefit costs

Here are a couple of ways to help you and our benefits program save on health and dental expenses.

- Shop around – drug costs and dispensing fees can vary considerably between pharmacies. Dispensing fees can range from as low as \$8.89 up to \$12.39 per prescription.
- Order a three-month supply of long-term or maintenance prescription drugs to save on extra dispensing fee costs.
- Take your medication as directed to avoid a reoccurrence of your illness and the need to start the treatment over again.
- Get a second opinion before starting expensive dental treatment. Procedures and costs can vary considerably from one dentist to another to treat the same dental problem.

Take a *Personal Health Risk Assessment* to Help Reach Your Wellness Goals

Great-West Life's *Personal Health Risk Assessment* is an easy first step to take stock of your current health and set a course to improve it. It only takes 15 minutes to complete the confidential assessment. With the results, you can create an action plan to lower your risks and support your wellness goals, tracking your progress as you go.

Get started today.

Login to Great-West Life's GroupNet for Plan Members at greatwestlife.com – you'll need to know your height, weight, hip and waist measurements. Click the *Health & Wellness* tab and follow the instructions to launch the Health & Wellness website. Under *How healthy is your life*, click *Start Now* to start your *Personal Health Risk Assessment*.

Need more information?

For more information about your benefits, visit the benefits website at mybenefitplan.ca or consult your *Benefits Summary*.

You can also contact Johnson Inc. for benefits information at 902-628-3537 (or toll-free at 1-800-371-9516) and Great-West Life for questions about claims at 1-800-957-9777.