



YEAR END FINANCIAL REVIEW

WHO IS THE STANDING COMMITTEE ON INSURED BENEFITS (SCIB)?

The Standing Committee on Insured Benefits (SCIB) is a group of employee and employer representatives who devote a lot of time and effort to make sure you get the best value for your dollar.

In the fall of each year, SCIB along with the individual service providers review the financial position of each plan to determine if the contributions paid by you and your employer are enough to cover the cost of providing benefits. Once the committee has reached consensus, SCIB then makes their recommendations to Treasury Board for approval.

Treasury Board has approved the recommendations contained in this newsletter.

BASIC, SUPPLEMENTARY & DEPENDENT LIFE

While the group life plans have seen a steady increase in the number of claims, at this renewal Assumption Life confirms that there is **no rate change required** for you or your employer.

ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

A rate increase is required due to a significant increase in claims since 2014. The benefit provider, AIG, has offered a 3-year rate guarantee starting May 1, 2017. **The rate increases illustrated below will remain in place until April 30, 2020:**

Benefit – Employee Paid	April Rate	May Rate
Supplementary AD&D	1.0¢/\$1,000	1.2¢/\$1,000
Voluntary AD&D		
Single	1.0¢/\$1,000	1.2¢/\$1,000
Family	1.5¢/\$1,000	1.7¢/\$1,000
Benefit – Employer Paid		
Basic AD&D	1.4¢/\$1,000	1.6¢/\$1,000

We want your opinion!

SCIB is exploring the possibility of providing employees with different coverage options and a survey will be sent to you in June.

It is important that we hear from you – so please take the time to complete it.

HOW MUCH DOES MY EMPLOYER PAY FOR BENEFITS?

YOUR EMPLOYER PAYS:
BASIC LIFE – 100%
BASIC AD&D – 100%
DEPENDENT LIFE – 50%
HEALTH – 75%
DENTAL – 50%
EFAP – 100%

HEALTH

Rates for the Health Plan have not increased since 2010. Health plan costs have increased significantly since then. Today, the current rates are no longer sufficient to cover the benefit costs. The following increases will take **effect April 1, 2017**:

	March Rates	April Rates	Monthly Increase
Employee Cost			
Single	\$18.75	\$21.30	\$2.55
Family	\$50.55	\$57.48	\$6.93
Employer Cost			
Single	\$56.23	\$63.91	\$7.68
Family	\$151.64	\$172.43	\$20.79

The most significant cost impact is attributable to claims submitted through the pharmacist by using your drug card. Your drug card can be used for prescriptions, diabetic supplies, smoking cessation products and methadone treatments and these claims represent 76% of the total cost of your health plan.

Currently, you pay 20% of the cost up to a maximum of \$5 every time you use your drug card.

To minimize the required rate increase, **your drug card co-pay maximum will increase from \$5 to \$15 effective April 1, 2017.**

You are encouraged to ask your pharmacist for a 90 day supply for regular refills.

TRAVEL – NO CHANGES TO YOUR CURRENT RATES

It's that time of the year when we like to get away. **Before you leave, be sure to check your benefits booklet.**

Did you know your benefits are subject to certain conditions and limits depending on your destination or activities during your trip? Please **review your coverage before you leave** as travel plans may vary. You should be aware of any exclusion that may apply to your plan. Additional information can be found at the following websites:

www.gnb.ca/employee_benefits and web-beta.medavie.bluecross.ca/en/linked/travel-tips

DENTAL

Rates for the Dental Plan have not increased since 2008. The costs for basic and preventative dental care have increase significantly. Today, the current rates are no longer sufficient to cover the benefits costs. The following increases take **effect April 1, 2017**:

Dental Benefit	March Rates	April Rates	Monthly Increase
Employee Cost			
Single	\$10.57	\$14.11	\$3.54
Family	\$23.36	\$31.18	\$7.82
Employer Cost			
Single	\$10.57	\$14.11	\$3.54
Family	\$23.36	\$31.18	\$7.82

The dental plan will continue to reimburse claims based on the 2015 Dental Fee Guide.