



LTD Benefits At A Glance

LTD Sub-committee

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ANNUAL REVIEW

Each December, the Sub-Committee for Long Term Disability (LTD) reviews the financial reports for the LTD Plan available to employees of the Province of New Brunswick. The financial reports cover a benefit plan-year, which operates from July 1st to June 30th of each year.

As a result of favourable LTD claims experience, and the Plan's overall positive funding position, the Sub-Committee for LTD is pleased to advise that, **effective April 1, 2014, a LTD benefit change and a 5% decrease** in the monthly LTD premium rates is warranted.

MAXIMUM BENEFIT PERIOD (MBP)

The Maximum Benefit Period (MBP) is the latest possible date that employees in receipt of LTD payments can continue to receive their benefits. Currently, the MBP differs (e.g. age 60 to 65), for LTD Plan participants based on their participation in the various pension plans.

Effective April 1, 2014, the MBP has been extended to age 65 for new claims with a date of disability that occurs on or after April 1, 2014. This MBP change does not apply to those employees who currently have a MBP to age 65.

This change means that LTD Plan participants will be required to pay LTD premiums to age 65. If you are currently between the ages of 59 and 65 and are no longer paying LTD premiums, your premium deductions will be reactivated during the month of March for April coverage on a going forward basis if:

1. You meet the eligibility criteria to participate in the LTD plan (see the LTD coverage pamphlet on the Pensions & Benefits website www.gnb.ca/pensions); and
2. You are under the age of 65, less the 4-month qualifying period; or earlier
3. If your accumulated sick leave (up to a maximum of 12 months) ensures salary continuation until you reach age 65.

PREMIUM RATES

Since premiums provide coverage for the following month, the change in payroll deductions will occur during the month of **March 2014**. Here is an example of the monthly savings assuming a monthly salary of \$3,000:

Division	Monthly Benefit	Current Rate	Monthly Payroll Deduction	Revised Rate	Monthly Payroll Deduction	Monthly Savings
General Group	\$1,750.00	\$1.94	\$33.95	\$1.84	\$32.20	\$1.75
Nurses	\$1,750.00	\$3.36	\$58.80	\$3.20	\$56.00	\$2.80
CUPE 1251	\$1,750.00	\$2.78	\$48.65	\$2.64	\$46.20	\$2.45



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FREQUENTLY ASKED QUESTIONS

If I am currently absent from work due to a disability, will this affect my pension service accumulation and how long my benefits are paid?

No. Employees with a date of disability that occurred before April 1, 2014 are subject to the LTD Plan provisions in effect at the date of their disability. For example; a full-time employee whose date of disability was February 11, 2014 and who was contributing to the "CBE Shared Risk Plan", would continue to receive LTD benefit payments and accrue pensionable service up to a maximum benefit period of age 60.

What is the 'Maximum Waiver of Premium Benefit Period' and is it affected by this benefit improvement?

Employees approved for LTD benefits are eligible for Waiver of Premium (WOP) benefits, which allow for the continuation of benefits at no cost to the employee. The WOP benefits are administered by the Pensions and Employee Benefits Division (PEBD) and begin upon approval for LTD. PEBD will notify the employee and employer, in writing, when the WOP benefits expire.

As a result of this benefit change, the maximum WOP benefit period for LTD premiums will also be extended to age 65 for all claims with a disability date that occurred on or after April 1, 2014.

DID YOU KNOW?

You can complete LTD claim forms online and print directly from the PEBD website! Also, a Claim Application Guide for Employees has been added to assist you in the claim process and prevent unnecessary delays in the assessment of your claim. Visit our Website at: www.gnb.ca/pensions to locate the Claim Application Guide and LTD claim forms under the Insured Benefits section for Active Employees.

For more information contact the Pensions & Employee Benefits Division and ask for a Benefits Counsellor at 1-800-561-4012 (toll free in Canada) or 506-453-2296.