

# Employee Benefits

At-A-Glance

March 2020

 STANDING COMMITTEE ON INSURED BENEFITS

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WHAT YOU NEED TO KNOW ABOUT THE CHANGE IN RATE STRUCTURE

DID YOU KNOW: PLAN MEMBER CENTRE

WHO IS "SCIB"?

## Health Plan: Rate Increase

Since 2017, the Health Plan has seen extended health claims (other than prescription drugs) increase on an annual basis, resulting in a \$4.8M deficit as of June 30, 2019. To pay the deficit and account for the increase in these claims, a 7.3% premium rate increase is required. This is reflected in the table below.

## Dental Plan: Fee Guide Upgrade

In addition, the plan has been using the fees in the NB 2015 Dental Fee Guide for payment of claims. Using a fee guide that is no more than three years behind keeps the out-of-pocket costs reasonable for plan members, and monthly premiums low. Effective April 1, 2020, claims will be paid as outlined in the NB 2017 Dental Fee Guide.

## New Rate Structure: Health and Dental

In 2017, we asked you to complete a survey indicating your interest in having more options for health and dental coverage. The results were shared shortly thereafter, and the in-depth review of coverage options continues. SCIB will provide updates as they become available.

The results of the survey indicated that 74% of respondents supported the implementation of a new rate structure that would align with the employee's family composition. The premiums you pay will be based on the number of dependents you currently have covered; employee-only, employee plus one dependent (spouse or child), or an employee plus two or more dependents. Employees with two or more dependents will pay higher premiums while those with only one dependent will see a reduction in their current premiums. The table below provides the new premium rates that are effective April 1, 2020.

### Health Premiums

April 2020 deductions

#### Employee-Only (single coverage)

Current Rate		New Rate	
Employer	Employee	Employer	Employee
\$63.91	\$21.30	<b>\$68.57</b>	<b>\$22.85</b>

#### Employee + 1 Dependent (two-person coverage)

Current Rate		New Rate	
Employer	Employee	Employer	Employee
\$172.43	\$57.48	<b>\$143.29</b>	<b>\$47.76</b>

#### Employee + 2 or More Dependents

Current Rate		New Rate	
Employer	Employee	Employer	Employee
\$172.43	\$57.48	<b>\$214.85</b>	<b>\$71.64</b>

### Dental Premiums

April 2020 deductions

#### Employee-Only (single coverage)

Current Rate		New Rate	
Employer	Employee	Employer	Employee
\$14.11	\$14.11	<b>\$14.11</b>	<b>\$14.11</b>

#### Employee + 1 Dependent (two-person coverage)

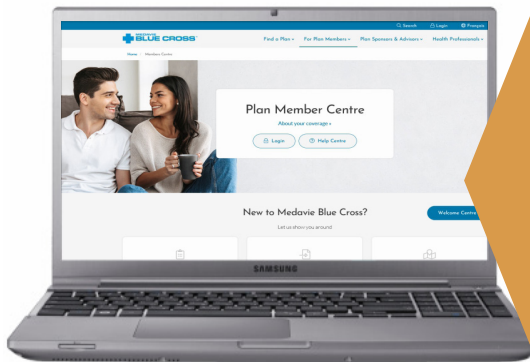
Current Rate		New Rate	
Employer	Employee	Employer	Employee
\$31.18	\$31.18	<b>\$24.12</b>	<b>\$24.12</b>

#### Employee + 2 or More Dependents

Current Rate		New Rate	
Employer	Employee	Employer	Employee
\$31.18	\$31.18	<b>\$36.18</b>	<b>\$36.18</b>

# What you need to know about the change in rate structure:

- Your employer will automatically make the change to your payroll deductions based on your number of covered dependents.
- New identification cards are not required; your current card remains valid.
- The definition of a dependent remains the same; a dependent is an eligible spouse or child. A divorced spouse is not eligible for coverage.
- If you are on an unpaid leave of absence, your employer will contact you directly about the revised premium rates.
- If you have further questions, please contact your employer directly.



## Did you know?

Through Medavie Blue Cross' **Member Services Site** and **Medavie Mobile**, you can submit a claim online, review your claims history, review your benefit details, check drug coverage, find a health professional, receive reminders, and more. Get started online or on mobile!

Visit [www.medaviebc.ca/en/members](http://www.medaviebc.ca/en/members) or download the app on Google Play or the App Store!

## Who is the Standing Committee on Insured Benefits?

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 that the plans meet your health needs and are affordable. On an annual basis 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. SCIB makes recommendations to Treasury Board for approval and Treasury Board has approved the recommendations contained in this newsletter.

SCIB is committed to continuously reviewing plan provisions to ensure that the plans are relevant to employees needs while remaining affordable and sustainable.

For more information on your employee benefits, contact the Member Services team at 1-800-561-4012 or 506-453-2296, or visit [vestcor.org/employeebenefits](http://vestcor.org/employeebenefits).