

LTD BENEFITS

AT-A-GLANCE

APRIL 2024

Pokeshaw Beach, NB

ISBN: 978-1-4605-3586-8

RATE DECREASE

The Committee for Long Term Disability (LTD) works with the Plan Actuary, Investment Consultant, and other key stakeholders to determine required rates. The Committee continuously evaluates the Plan options to ensure that the Plan is managed effectively and efficiently to provide the promised benefits.

The 2022-2023 plan year marks the first time since 2012 that total expenses did not exceed total contributions received. Total active claims as a percentage of Plan participants did not change from 2021-2022. The Plan's actuary recommended decreases to each division while still maintaining a premium surcharge to remain in place until net assets exceed liabilities.

During the month of May 2024, there will be a change in your premium deductions as a result of the decrease in LTD rates. The rate decreases below reflect the difference in claims experience for each group. The following example is based on an annual salary of \$60,000 and a net monthly LTD benefit of \$2,725.

	Net Monthly Benefit	April rate per \$100 benefit	Old Monthly Deduction	May rate per \$100 benefit	New Monthly Deduction	Monthly Decrease
General	\$2,725.00	\$3.59	\$97.82	\$3.18	\$86.65	\$11.17
Nurses	\$2,725.00	\$6.84	\$186.39	\$6.59	\$179.58	\$6.81
CUPE 1251	\$2,725.00	\$6.98	\$190.20	\$6.06	\$165.13	\$25.07

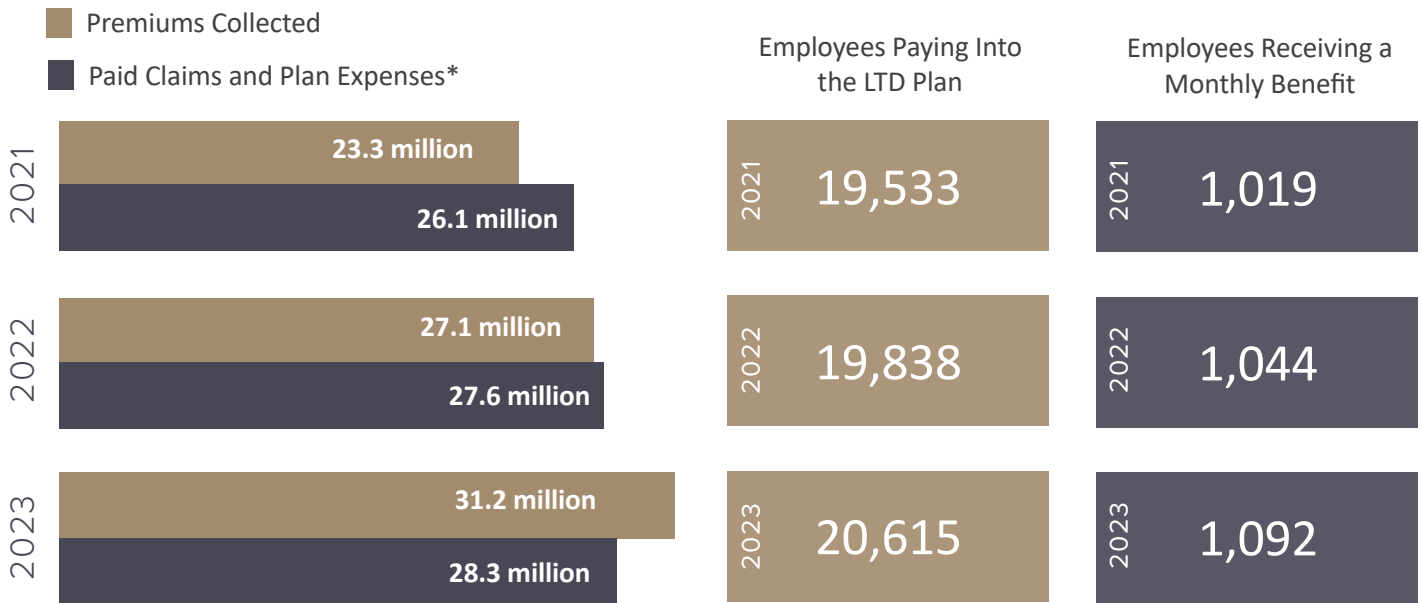
DID YOU KNOW?

- Employees are responsible for paying their LTD premiums while on a leave without pay. Retroactive premium payments will not be accepted.
- A new LTD Booklet is available at www.gnb.ca/employeebenefits. This booklet provides Plan members with accessible information to better understand the Plan.



PLAN REVIEW

JULY 1, 2021 TO JUNE 30, 2023



*Plan expenses include claim related charges, administration, investment fees and other services.

PRIMARY DIAGNOSIS

1. Mental Disorders	41%
2. Musculoskeletal	22%
3. Neoplasms (cancer)	11%

Claims attributable to mental health continue to be the top diagnosis for approved claims.

The top 3 diagnoses have been consistent year after year.

PLAN FACTS

LTD coverage provides a source of income should you be unable to work for more than 4-months due to illness or injury.

The LTD Plan is funded by employees. Employees pay 100% of the LTD premiums. This ensures that the LTD benefits, when received, are non-taxable.

The LTD Plan has three groups of participants that are defined by their group characteristics (e.g., occupation, risk profile, etc.):

- GENERAL – Employees in Government Departments, Agencies, School Districts, Hospitals, Crown Corporations and Commissions.
- NURSES – Registered Nurses in Regional Health Authorities and Nursing Homes.
- CUPE 1251 – Government Departments (Local 1251), Community Colleges (Locals 5026 & 5017), and others through Transfer Agreements.

For more information on this benefit, contact the Member Services Team at Vestcor, our Plan's Administrator, at 1-800-561-4012 or 506-453-2296, or visit www.gnb.ca/employeebenefits.