

Employee Benefits

At-A-Glance

April 2024

 STANDING COMMITTEE ON INSURED BENEFITS



Campobello Island, NB

3.76%
Rate
Increase

Health with Travel Plan: Rate Increase and New Benefit

Although substantial progress has been made in reducing the deficit over the past year, a 3.76% increase is necessary to eliminate the remaining deficit and implement two plan design changes. Effective June 1, 2024, coverage for blood glucose monitoring transmitters and sensors will be combined and increased; and the Health Coaching and Chronic Disease Management Benefit will be added. The Travel portion of these rates will remain unchanged.

Health Plan Demographics as of June 30, 2023 - Employee Average Age is 45.

Participating Employees		Top 5 Drug Categories		Top 5 Extended Health Categories	
Participating Employees	32,336	1. Autoimmune Diseases		1. Massage	
Participating Spouses	18,948	2. Diabetes		2. Physio	
Participating Dependents	22,876	3. Cancer		3. CPAP	
Total	74,160	4. Respiratory		4. Glasses	
		5. ADD/ADHD		5. Eye Exam	

Health with Travel Premiums - May 2024 Deductions

Employee Only (single coverage)			
Current Rate		New Rate	
Employer	Employee	Employer	Employee
\$78.91	\$26.30	\$81.83	\$27.28
Employee + 1 dependent (two-person coverage)			
Current Rate		New Rate	
Employer	Employee	Employer	Employee
\$165.09	\$55.03	\$171.23	\$57.08
Employee + 2 or More Dependents (family coverage)			
Current Rate		New Rate	
Employer	Employee	Employer	Employee
\$247.59	\$82.52	\$256.79	\$85.60

Combined/Increased Coverage for Blood Glucose Monitoring Transmitters and Sensors

Coverage for diabetes-related expenses is one of the most requested benefits. The current benefit covers 80% of costs up to an annual maximum amount payable of \$160 for transmitters and \$1,824 for sensors. Effective June 1, 2024, the annual maximum combined amount payable for transmitters and sensors will be \$4,000 per calendar year. Also, transmitters and sensors will be payable through your drug card directly at the point of sale, with the co-pay of 20%. Combining and increasing this benefit will better support PNB employees living with diabetes.

NEW – Health Coaching and Chronic Disease Management

Almost 6 in 10 Canadians have a chronic condition. This new benefit is meant to support employees to take charge of their health. The benefit includes the 360 Total Care program that offers direct access to one-on-one coaching and education services from certified health professionals with specialized expertise - without a doctor's referral. Covered conditions include diabetes, heart health (high blood pressure, high cholesterol), weight management, and others. The benefit covers 80% up to a maximum of \$500 per calendar year (all modules combined). This benefit will be available starting June 1, 2024. For more information, please refer to the [Benefit Booklet for Active Employees](#) or go to www.medaviebc.ca/livebetter.



Dental Plan: Rate Increase and Dental Fee Guide Upgrade

Effective June 1, 2024, coverage will be upgraded from the 2020 to the 2022 NB Dental Fee Guide, which will reduce out-of-pocket expenses for plan members. This upgrade requires a rate increase of 8.9%.

Dental Plan Demographics as of June 30, 2023 - Employee Average Age is 45.

Participating Employees	32,179	Top 5 Dental Categories	
Participating Spouses	18,857	1. Fillings	
Participating Dependents	22,928	2. Scaling	
Total	73,964	3. Examinations	
		4. X-Rays	
		5. Removal of a Tooth	

Dental Premiums - May 2024 Deductions

Employee Only (single coverage)			
Current Rate		New Rate	
Employer \$14.50	Employee \$14.50	Employer \$15.79	Employee \$15.79
Employee + 1 dependent (two-person coverage)			
Current Rate		New Rate	
Employer \$24.80	Employee \$24.80	Employer \$27.01	Employee \$27.00
Employee + 2 or More Dependents (family coverage)			
Current Rate		New Rate	
Employer \$37.18	Employee \$37.18	Employer \$40.49	Employee \$40.49



Life Plans: Rate Decrease

All three Life Plans are in healthy financial positions, and each will experience a decrease in their respective premiums. Please note that the AD&D rates remain unchanged.

Life Premiums - May 2024 Deductions

	Current Rates		New Rates	
Basic Life (-35.3%) (100% Employer-paid)	21.8¢ / \$1,000 of salary		14.1¢ / \$1,000 of salary	
Optional Life (-26.6%) (100% Employee-paid)	25.9¢ / \$1,000 of salary		19.0¢ / \$1,000 of salary	
Dependent Life Premiums (-19%) (50% Employee-paid/50% Employer-paid)	Employer \$2.32	Employee \$2.32	Employer \$1.88	Employee \$1.88

What you need to know:
Your employer will automatically make the change to your payroll deductions. If you have further questions, please contact your employer directly.

For more information on your benefits, please contact the Member Services team at Vestcor, our Plan's Administrator, at 1-800-561-4012 or 506-453-2296 or consult the Benefit Booklet for Active Employees at www.gnb.ca/employeebenefits.

