

EMPLOYEE BENEFITS

AT-A-GLANCE

MARCH 2025



1.31%
Rate
Increase

HEALTH DEMOGRAPHICS AS OF JUNE 30, 2024 –

AVERAGE EMPLOYEE AGE IS 45.

Participating Employees	33,673
Participating Spouses	19,255
Participating Dependents	23,858
TOTAL	76,786

HEALTH PLAN: RATE INCREASE AND COVERAGE INCREASE

Good News! The Health Plan deficit from previous years has been eliminated. To ensure the ongoing financial stability of the Plan and to implement two plan design improvements, **a modest increase of 1.31% will be required.** Please note that the Travel portion of these rates will remain unchanged.

HEALTH WITH TRAVEL PREMIUMS - APRIL 2025 DEDUCTIONS



EMPLOYEE ONLY (SINGLE COVERAGE)

CURRENT RATES		NEW RATES	
Employer	Employee	Employer	Employee
\$81.83	\$27.28	\$82.89	\$27.63

EMPLOYEE + ONE DEPENDENT (TWO-PERSON COVERAGE)

CURRENT RATES		NEW RATES	
Employer	Employee	Employer	Employee
\$171.23	\$57.08	\$173.45	\$57.82

EMPLOYEE + TWO OR MORE DEPENDENTS (FAMILY COVERAGE)

CURRENT RATES		NEW RATES	
Employer	Employee	Employer	Employee
\$256.79	\$85.60	\$260.12	\$86.71

TOP 5 DRUG CATEGORIES

1. Inflammatory conditions
2. Diabetes
3. Respiratory
4. Cancer
5. ADD/ADHD

TOP 5 EXTENDED HEALTH CATEGORIES

1. Massage Therapy
2. Mental Health Practitioners
3. CPAP
4. Physiotherapy
5. Eye Exams

PLAN DESIGN IMPROVEMENTS: INCREASED COVERAGE FOR VISION CARE AND HEARING AIDS

The coverage for lenses, frames, contact lenses, laser eye surgery, safety glasses, implants, and intraocular lenses will be increased. The current benefit covers 80% of costs up to a maximum amount payable of \$180 per two calendar years. Effective **May 1, 2025**, the maximum amount payable will be **\$300 per two calendar years**. This was the most requested Plan change in the 2024 Employee Benefits Survey.

The current benefit for hearing aids covers 80% of costs to a maximum amount payable of \$640 per ear, per five calendar years for adults, or per three calendar years for dependents under age 21. Effective **May 1, 2025**, the maximum amount payable will be **\$1,000 per ear, per five calendar years for adults or per three calendar years for dependents under age 21.**

12.44 %
Rate
Increase

DENTAL PLAN: RATE INCREASE AND FEE GUIDE UPGRADE

Effective May 1, 2025, coverage will be upgraded from the 2022 to the 2024 NB Dental Fee Guide, which will reduce out-of-pocket expenses for plan members. This upgrade requires a rate increase of 12.44%.

DENTAL PREMIUMS - APRIL 2025 DEDUCTIONS



EMPLOYEE ONLY (SINGLE COVERAGE)

CURRENT RATES		NEW RATES	
Employer	Employee	Employer	Employee
\$15.79	\$15.79	\$17.76	\$17.75

EMPLOYEE + ONE DEPENDENT (TWO-PERSON COVERAGE)

CURRENT RATES		NEW RATES	
Employer	Employee	Employer	Employee
\$27.01	\$27.00	\$30.37	\$30.36

EMPLOYEE + TWO OR MORE DEPENDENTS (FAMILY COVERAGE)

CURRENT RATES		NEW RATES	
Employer	Employee	Employer	Employee
\$40.49	\$40.49	\$45.53	\$45.52

DENTAL DEMOGRAPHICS AS OF JUNE 30, 2024 -

EMPLOYEE AVERAGE AGE IS 45.

Participating Employees	33,590
Participating Spouses	19,207
Participating Dependents	23,963
TOTAL	76,760

TOP 5 DENTAL CATEGORIES

1. Fillings
2. Scaling
3. Examinations
4. X-Rays
5. Removal of a Tooth

LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) PLANS: RATE DECREASE

All three Life Plans are in healthy financial positions, and each will experience a decrease in their respective premiums.

The AD&D portion of the new rates presented in the table below will remain in place until April 30, 2026 (three-year rate guarantee).



LIFE AND AD&D PREMIUMS - APRIL 2025 DEDUCTIONS

	CURRENT RATE		NEW RATES	
Basic Life (-4.3%)	14.1¢/\$1,000 of salary		13.5¢/\$1,000 of salary	
Basic AD&D (No change) (100% employer-paid)	1.3¢/\$1,000 of salary		1.3¢/\$1,000 of salary	
Optional Life (-4.2%)	19.0¢/\$1,000 of salary		18.2¢/\$1,000 of salary	
Optional AD&D (No change) (100% employee-paid)	1.5¢/\$1,000 of salary		1.5¢/\$1,000 of salary	
Dependent Life Premiums (-4.0%) (50% employee-paid/50% employer-paid)	Employer	Employee	Employer	Employee
	\$1.88	\$1.88	\$1.81	\$1.80
Voluntary AD&D Single Premiums (No change) (100% employee-paid)	2.1¢/\$1,000 of benefit		2.1¢/\$1,000 of benefit	
Voluntary AD&D Family Premiums (No change) (100% employee-paid)	3.1¢/\$1,000 of benefit		3.1¢/\$1,000 of benefit	

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.



You can also find information about your health and dental coverage using the Medavie Blue Cross app and member portal. www.medaviebc.ca/en/members/welcome

