

# LTD BENEFITS

AT-A-GLANCE

MARCH 2026



Long Term Disability (LTD) coverage provides income should you be unable to work for more than four months due to a non-work-related illness or injury. The LTD Plan is 100% funded by employees which ensures that the LTD benefits, when received, are non-taxable.

The Committee for Long Term Disability collaborates with the Plan actuary, investment consultant, and other key stakeholders to assess and establish required rates. Committed to effective and efficient Plan management, the Committee continuously evaluates options to ensure that the Plan delivers on its promised benefits.

The Plan is currently funded at 99.3%, a decrease from last year (99.8%) resulting in a \$1 million deficit. This is primarily due to changes in the assumptions used to estimate the Plan’s future needs, which were updated following a review completed in September 2025. This review is conducted every five years to ensure that key assumptions—such as future costs, investment gains, and length of claims—accurately reflect current experience.

During the month of April 2026, there will be a change in your premium deductions. The rate changes below reflect the difference in claims experienced by 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	March Rate per \$100 Benefit	Current Monthly Deduction	April Rate per \$100 Benefit	New Monthly Deduction	Monthly Change in Deduction
<b>GENERAL</b>	\$2,725.00	<b>\$2.88</b>	\$78.48	<b>\$3.35</b>	\$91.29	+\$12.81
<b>NURSES</b>	\$2,725.00	<b>\$5.77</b>	\$157.23	<b>\$5.33</b>	\$145.24	-\$11.99
<b>CUPE 1251</b>	\$2,725.00	<b>\$4.27</b>	\$116.36	<b>\$3.91</b>	\$106.55	-\$9.81

## PLAN REVIEW



Employees Paying into the LTD Plan	Employees Receiving a Monthly Benefit
20,615	1,092
21,831	1,126
22,546	1,142

† Any surplus premiums collected are applied toward reducing the Plan’s deficit.

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

## PRIMARY DIAGNOSES

1. Mental Disorders



2. Neoplasms (cancer)



3. Musculoskeletal



Claims attributable to mental health continue to be the top diagnosis for approved claims, which has been consistent year over year.

## Fact or Fiction

**LTD benefits do not start immediately after I become disabled.**

**Fact**

**The truth:** Benefits begin after a four-month qualifying period for approved claims.

**I can apply for LTD at any time.**

**Fiction**

**The truth:** LTD applications are time-sensitive. To be considered, a claim must be submitted within 10 months of when the disability begins.

**Premiums can be paid retroactively when on unpaid sick leave.**

**Fiction**

**The truth:** Like car or home insurance, coverage depends on premiums being paid. If premiums are not paid while you are on leave, coverage does not apply.

For more information on this benefit, please contact the Member Services Team at Vestcor, our Plan's administrator, at **1-800-561-4012** or **506-453-2296**, or consult the LTD Booklet at [www.gnb.ca/employeebenefits](http://www.gnb.ca/employeebenefits).

