

Date: February 28<sup>th</sup>, 2017

To: Plan Members

From: Group Benefits Solutions



Subject: **Health Association Nova Scotia - Annual Renewal and Benefit Premiums  
April 1, 2017 to March 31, 2018**

Health Association Nova Scotia and the Provincial Group Benefits Advisory Committee (a committee of healthcare employers and unions) work together to ensure our benefits plans meet the needs of Nova Scotian Healthcare Workers and remain financially sustainable well into the future. One of the ways we work towards these goals is to complete an annual financial review of our benefits offerings. This allows us to determine whether an increase or decrease in rate is required for the next fiscal year. We recognize the difficulty that any increase in premium creates for you and your family and we believe that having additional knowledge about the key drivers of costs in your benefits can be helpful for you to understand. We are working on a simple communication that will be available soon which will identify some of the key drivers and ways you and your family may be able to help to reduce costs.

We are pleased to advise the premium rates for Dental, Optional Accidental Death and Dismemberment; Optional Life; and Optional Critical Illness will remain the same. However, changes are required for Basic Life, Health, Travel and Long Term Disability plan rates.

For your convenience, we have noted benefit premium costs below. This is a complete list of all benefits offered by Health Association Nova Scotia. You may be enrolled in only some or all of the benefits offered by your employer to its eligible employees.

**Typically, monthly premium payment is split over your first two pays each month.**

#### **Basic Life Insurance**

A premium rate increase is necessary. Effective April 1, 2017, the monthly premium rate will increase from \$0.15 to \$0.17 per \$1,000 of coverage. Typically, premium rates are shared equally between you and your employer.

#### **Long Term Disability**

The Long Term (LTD) rate has remained stable at 2.9% since 2003. The LTD Plan has an obligation to meet its current and future promise of disability benefits to plan members, and an actuarial valuation confirms an increase in contributions is necessary for plan sustainability. Effective April 1, 2017, the LTD contribution rate will increase to 3.34%. Costs are shared equally between you and your employer. Total amount you pay is 1.67% of insured earnings. **LTD contribution is deducted from every pay.**

#### **Health & Travel (Out of Province/Out of Country)**

A premium rate increase is necessary. Effective April 1, 2017, the monthly health premium rate will increase by 15% and the travel rate will increase by 36.4%.

Premium costs are shared - Your Employer pays 65% - You pay 35%	Total Premium Monthly Rate	Total amount you pay each pay period (24 periods/year)	This is the <b>extra</b> pay period amount due to the increase (24 periods/year)
	<b>Health &amp; Travel</b>	<b>Health &amp; Travel</b>	<b>Health &amp; Travel</b>
<b>Under Age 70</b>			
Single	\$110.00 + \$0.85	\$19.25 + \$0.15	\$2.54 + \$0.04
Over/Under Age 70	\$157.20 + \$1.72	\$27.51 + \$0.30	\$3.58 + \$0.08
Family	\$253.20 + \$1.72	\$44.31 + \$0.30	\$5.78 + \$0.08
<b>Employee or Spouse Age 70 or Older (no drug coverage)</b>			
Single	\$52.60 + \$0.85	\$9.20 + \$0.15	\$1.21 + \$0.04
Family	\$105.00 + \$1.72	\$18.37 + \$0.30	\$2.40 + \$0.08

**Dental**

Premium rates currently remain the same.

Premium costs are shared - Your Employer pays 65% - You pay 35%		<b>Total Premium Monthly Rate</b>	<b>Total amount you pay each pay period (24 periods/year)</b>
Single		\$38.80	\$6.79
Family		\$89.20	\$15.61

**Optional Accidental Death and Dismemberment**

Premium rates remain the same: Monthly \$0.19 for \$10,000 single coverage and \$0.36 for \$10,000 family coverage.

**Optional Life Rates Per \$10,000 of Coverage (monthly) (Employee & Spouse)**

Premium rates remain the same.

Age Band	Male		Female	
	Smoker	Non Smoker	Smoker	Non Smoker
34 & Under	1.02	0.50	0.48	0.29
35 - 39	1.25	0.63	0.71	0.42
40 - 44	2.02	1.02	1.20	0.71
45 - 49	3.79	1.91	2.09	1.24
50 - 54	6.71	3.38	3.49	2.07
55 - 59	10.96	5.86	5.85	3.49
60 - 64	15.86	7.99	8.21	4.90
65 - 69	25.94	13.06	12.82	7.65
<b>Optional Dependent Life</b>				
	\$0.42 for \$2,500	\$0.83 for \$5,000	\$1.65 for \$10,000	

**Optional Critical Illness Rates per \$5,000 (monthly)**

Premium rates remain the same.

Age Band	Male		Female	
	Smoker	Non-Smoker	Smoker	Non-Smoker
< 20	0.19	0.19	0.22	0.22
20 - 24	0.34	0.31	0.34	0.34
25 - 29	0.59	0.46	0.71	0.59
30 - 34	0.80	0.53	1.11	0.80
35 - 39	1.20	0.65	1.57	0.99
40 - 44	2.49	1.02	2.80	1.39
45 - 49	4.90	1.73	4.47	1.81
50 - 54	8.22	2.71	6.92	2.52
55 - 59	12.75	4.10	8.81	3.01
60 - 64	19.43	6.38	13.86	4.81
65	21.37	7.01	15.25	5.29
66	23.51	7.72	16.77	5.82
67	25.86	8.49	18.45	6.40
68	28.44	9.33	20.29	7.04
69	31.29	10.27	22.32	7.74

**Optional Dependent Critical Illness**

\$5.20 per family for \$10,000 coverage per dependent

If you have questions about your benefits, please talk to your Benefits Administrator.

You can also call Health Association Nova Scotia at 1-866-886-7246

Visit [www.healthassociation.ns.ca/benefits](http://www.healthassociation.ns.ca/benefits)

*Health Association Nova Scotia reserves the right to review the employee benefits program and to modify, amend, discontinue, and/or make exceptions to the program without prior notice. All information is subject to change.*