



**To:** All Employees enrolled in the University Group Benefit Program  
**From:** Melissa Jutzi, Director – Human Resources (Total Compensation)  
**Date:** April 19, 2016  
**Subject:** Employee Group Benefits: May 2016 Rate Renewal

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The University of Guelph has finalized the Group Benefits premium rates with Sun Life for the upcoming policy year, effective May 1, 2016. Sun Life is the group insurance carrier for the University's Life, Long Term Disability (LTD), Extended Health Care (EHC) and Dental insurance. The premium rates for the upcoming year are based on claims experience, claim trends, insurer's expenses for administering the plans, and the required insurance reserves. Effective May 2016, the premium rates payable to Sun Life by the University as well as the premium deductions from your pay, will change as follows:

#### **Extended Health Care (EHC) and Dental**

The EHC premiums for regular full-time and temporary full-time employees are 100% funded by the University; the Dental plan, 80% funded for by the University and 20% by employees. Part-time employees share the cost of EHC/Dental premiums. The cost-sharing arrangement is based on the workload of their University appointment(s).

- **EHC premium rates will increase by 5%**
- **Dental premium rates will not change.**

The increase in EHC premiums continues to be largely a result of the overall trend in the cost of medical services.

As a reminder:

- Sun Life provides employees with [on-line e-claims](#) submission option for health and dental expenses. If you have not already done so, I encourage you to explore this option to expedite and simplify your claims submission and reimbursement process.
- To assist in containing future costs, a [Survey of Dispensing Fees](#) at local pharmacies can be found on the Human Resources website.

#### **Long Term Disability (LTD)**

LTD premiums are funded 2/3 by the University and 1/3 by employees. **Premium rates will not increase this year.** The premium rate maintenance for LTD is primarily a result of an improvement in the University's claims experience this year. The University continues to work with Sun Life to control these cost while ensuring the well-being of our employees.

#### **Life insurance**

Life premiums are funded 2/3 by the University and 1/3 by employees. As you will recall, premium deductions for the period of May 1, 2015 to April 30, 2016 were suspended and premiums were funded from a plan surplus.

- **Effective May 1<sup>st</sup>, group life insurance deductions will be reinstated at a rate of \$0.157 per \$1000 of coverage.**

Please refer to your bi-weekly electronic pay notice available on the [Electronic Pay Statement Portal](#) to confirm the amount of your premium deductions.

If you have any questions, please contact Human Resources (Total Compensation) at extension 53374.

c: M Harley, Associate Vice-President (Human Resources)