

To: Presidents
Copy: Directors, Human Resources and Finance

**MEMORANDUM
2007-D-5**

From: Don Sinclair

Date: November 23, 2007

**Re: GROUP INSURANCE BENEFITS - PREMIUM RATE
ADJUSTMENTS FOR ACADEMIC, SUPPORT, ADMINISTRATIVE
STAFF AND RETIREE GROUPS- EFFECTIVE FEBRUARY 1, 2008**

This is to inform you that the Academic and Support Staff Joint Insurance Committees, the Benefits Subcommittee of the Administrative Consultative Committee and the CAAT Retiree Group Insurance Advisory Committee have completed, with the assistance of a benefits consultant, their review of the group insurance premium rates. The proposed adjustments have been approved by the Council on the recommendation of the Joint Insurance Committees, the Human Resources Management Steering Committee, and the Human Resources Committee of the Council, and are effective February 1, 2008.

In addition to the premium rates referenced in Appendix A attached, the appropriate Retail Sales Tax (8% for Ontario residents, 9% for residents of Quebec, applicable to residents of Ontario and Quebec only) must also be remitted to Sun Life. Please ensure the premium adjustments are processed and included in your premium remittances to Sun Life effective February 1, 2008.

At this time, the premiums for Critical Illness Insurance for Academic and Administrative Staff employees will not be changing.

Please note that communication material has been provided to assist you in answering questions from retirees. This should be included with your notification to retirees of their new premiums.

If you have any questions regarding the above, please contact:

Mary Hofweller (416) 325-2909
or
Stephen Lee Kam (416) 325-2910



Don Sinclair
Executive Director,
College Compensation and
Appointments Council

attachs:

copy: Debra Cooper-Burger, Chair

APPENDIX A**Administrative Staff Group (Actives & Grandparented Early Retirees) 50833**

<u>Benefit</u>	<u>Current Premium Rate</u>	<u>New Premium Rate Effective Feb 1/08</u>
Basic Life	\$0.20 per \$1,000	\$0.18 per \$1,000
Accidental Death & Dismemberment	\$0.02 per \$1,000	\$0.02 per \$1,000
Supplemental Life Insurance	\$0.21 per \$1,000	\$0.19 per \$1,000
Dependent Life Insurance	\$2.77 per unit	\$2.49 per unit
Employee Pay-All Life Insurance		
- 34 yr	\$0.079 per \$1,000	\$0.079 per \$1,000
35-39yr	\$0.089 per \$1,000	\$0.089 per \$1,000
40-44yr	\$0.146 per \$1,000	\$0.146 per \$1,000
45-49yr	\$0.264 per \$1,000	\$0.264 per \$1,000
50-54yr	\$0.464 per \$1,000	\$0.464 per \$1,000
55-59yr	\$0.750 per \$1,000	\$0.750 per \$1,000
60-64yr	\$1.191 per \$1,000	\$1.191 per \$1,000
Extended Health Care Plan I	Single \$83.55 Family \$173.13	\$86.06 \$178.32
Vision Care	Single \$ 7.63 Family \$22.64	\$ 7.63 \$22.64
Hearing Care	Single \$ 0.66 Family \$ 1.98	\$ 0.66 \$ 1.98
Dental Care	Single \$41.47 Family \$134.33	\$36.91 \$119.55
Long Term Disability (Benefit not available to Early Retirees)	CAAT/TPP \$1.43 per \$100	\$1.57 per \$100

Academic Staff Group (Actives, Partial Load & Grandparented Early Retirees) 50832

<u>Benefit</u>	<u>Current Premium Rate</u>	<u>New Premium Rate Effective Feb 1/08</u>
Basic Life	\$0.39 per \$1,000	\$0.39 per \$1,000
Accidental Death & Dismemberment	\$0.02 per \$1,000	\$0.02 per \$1,000
Supplemental Life Insurance	\$0.21 per \$1,000	\$0.19 per \$1,000
Dependent Life Insurance	\$1.34 per unit	\$1.34 per unit
Employee Pay-All Life Insurance	\$0.25 per \$1,000	\$0.25 per \$1,000
Extended Health Care Plan I	Single \$71.16 Family \$162.78	\$76.64 \$175.31
Vision Care	Single \$ 7.00 Family \$20.57	\$ 7.00 \$20.57
Hearing Care	Single \$ 0.59 Family \$ 1.76	\$ 0.59 \$ 1.76
Dental Care	Single \$40.72 Family \$113.87	\$42.76 \$119.56
Long Term Disability (Benefit not available to Partial Load or Early Retirees)	CAAT/TPP \$2.00 per \$100	\$2.00 per \$100

Support Staff Group (Actives & Grandparented Early Retirees) 50834

<u>Benefit</u>	<u>Current Premium Rate</u>	<u>New Premium Rate Effective Feb 1/08</u>
Basic Life	\$0.20 per \$1,000	\$0.20 per \$1,000
Accidental Death & Dismemberment	\$0.02 per \$1,000	\$0.02 per \$1,000
Supplemental Life Insurance	\$0.22 per \$1,000	\$0.22 per \$1,000
Dependent Life Insurance	\$3.65 per unit	\$3.65 per unit
Spousal Supplemental Life	\$0.56 per \$1,000	\$0.50 per \$1,000
Extended Health Care Plan I	Single \$71.30 Family \$157.79	\$79.86 \$176.72
Vision Care	Single \$ 6.16 Family \$15.69	\$ 6.16 \$15.69
Hearing Care	Single \$ 0.53 Family \$ 1.45	\$ 0.53 \$ 1.45
Dental Care	Single \$37.79 Family \$107.79	\$37.79 \$107.79
Long Term Disability (Benefit not available to Early Retirees)	CAAT/TPP \$4.12 per \$100	\$4.12 per \$100

CAAT Retirees - 22182

<u>Benefit</u>	<u>Current Premium Rate</u>	<u>New Premium Rate Effective Feb 1/08</u>
Basic Life - Academic Only	\$0.39 per \$1,000	\$0.39 per \$1,000
Basic Life - Other Retirees	\$2.00 per \$1,000	\$2.00 per \$1,000
Additional Life Insurance	\$0.95 per \$1,000	\$0.95 per \$1,000
Dependent Life Insurance	\$5.00 per unit	\$5.00 per unit
Extended Health Care Plan 1		
Retirees Under age 65	Single \$103.29 Dependent \$132.63	\$126.43 \$162.34
Retirees age 65 and over	Single \$90.86 Dependent \$80.65	\$111.21 \$98.72
Extended Health Care Plan 2		
Retirees Under age 65	Single \$122.34 Dependent \$162.76	\$124.79 \$166.02
Retirees age 65 and over	Single \$107.61 Dependent \$98.97	\$109.76 \$100.95
Extended Health Care Plan 3 (Regardless of Age)		
All Retirees	Single \$54.53 Family \$111.11	\$63.42 \$129.22
Dental Care	Single \$61.80 Family \$143.70	\$63.04 \$146.57

NOTE:

1. Under 22182, the "Family" rate for Extended Health Care Plans 1 and 2 will be the sum of the Single and Dependent rates
2. Survivor rates are based on the survivor's age for both single and dependent rates