

July 2022

## IMPORTANT NOTICE

### **Re: Extended Health and Dental Premiums Rate Increases**

The MyUnionPlan@Work (TW-ELHT) Retiree Benefits program gives participating members and their family's peace of mind by providing affordable, meaningful Extended Health and Dental coverage in their retirement years. These plans are run on a non-profit basis and are managed by the Trustees of the MyUnionPlan@Work (TW-Employee Life and Health Trust).

Each year, the Trustees in conjunction with Pacific Blue Cross (PBC) and the Plan's consultants conduct a review of the financial experience of the Retiree Extended Health Care (EHC) and Dental plans. ***These benefits are 100% experience rated and as such, the premiums charged are based solely on the experience of the retiree group along with provisions for expected medical and dental inflation and administration expenses.***

On an annual basis, PBC provides the Trustees estimates of health care inflation in British Columbia. This *health care inflation generally ranges between 8 to 10%*. In addition to these general cost increases, the utilization of the retiree health care plans will increase with the aging of the group. Both factors are reflected in the updated premiums for the Extended Health Benefit Plans and this trend is expected to continue in the future as health care costs continue to rise.

Dentists in British Columbia, base their fees on a Dental Fee Guide which is reviewed by the BC Dental Association on an annual basis. The Fee Guide outlines over 1,400 dental codes and code descriptors related to specific elements of dental treatment. It also provides suggested fees that serve as a guide only – your dentist is not required to follow the guide or any fee schedule. Historically, annual Fee Guide increases have ranged between 3 and 5% per year. This year, the Fee Guide increase was 7.3%. Factoring the utilization of dental benefits in BC, *PBC estimates that dental costs for their plans will increase by 11.50% in 2022.*

As they review the plans, the Trustees strive to find the optimal balance between providing meaningful benefits at the lowest cost for all of you. This is done by conducting a thorough analysis of the claims experience and cost drivers of all the plans. What this analysis has shown is that the cost of benefits are expected to increase in line with the general health and dental trend factors described above.

**Current rates:**

	Single	Couple	Family
Basic EHC Premiums	<b>\$44.38</b>	<b>\$91.56</b>	<b>\$91.56</b>
Enhanced EHC Premiums	<b>\$111.90</b>	<b>\$230.02</b>	<b>\$230.02</b>
Dental Premiums	<b>\$39.65</b>	<b>\$79.36</b>	<b>\$116.36</b>

**September 1, 2022 Rate Changes:**

Based on the recent comprehensive review of the plan's experience and factoring in expected above trend factors rates for 2022, the Trustees have approved a 7.50% increase to the premium rates effective September 1, 2022. **Note: There are no changes to the benefit coverage.**

<b>Effective September 1, 2022</b>	Increase	Single	Couple	Family
Basic EHC Premiums	<b>7.50%</b>	<b>\$47.71</b>	<b>\$98.43</b>	<b>\$98.43</b>
Enhanced EHC Premiums	<b>7.50%</b>	<b>\$120.29</b>	<b>\$247.27</b>	<b>\$247.27</b>
Dental Premiums	<b>7.50%</b>	<b>\$42.62</b>	<b>\$85.31</b>	<b>\$125.09</b>

You may opt out of MyUnionPlan@Work - The Retiree EHC and Dental Plans if you find another provider that better fits your needs and those of your family. For further information and quotes on plans that Pacific Blue Cross (PBC) offers that are not sponsored by MyUnionPlan@Work you can check out their online quote tool: <https://ipweb.pac.bluecross.ca/ipweb>.

Yours truly,



Jennifer Bucholtz,  
Administrator

JB/mm  
move**up**