

July 2024

## IMPORTANT NOTICE

### 2024 Extended Health and Dental Premiums Rate Increases

The MyUnionPlan@Work (TW-Employee Life and Health Trust) 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.

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.***

#### September 1, 2024 Rate Changes:

Based on the recent comprehensive review of the plan's experience and factoring in trend factors rates for 2024, the Trustees have approved a 6% increase to the premium rates of both the Basic and Enhanced Extended Coverage as well as a 5% increase to the Dental coverage effective September 1, 2024. **Note: There are no changes to the benefit coverage.**

Effective September 1, 2024	Increase	Single	Couple	Family
Basic Health	6%	<b>\$53.64</b> <i>Previous rate \$50.60</i>	<b>\$110.60</b> <i>Previous rate \$104.34</i>	<b>\$110.60</b> <i>Previous rate \$104.34</i>
Enhanced Health	6%	<b>\$135.16</b> <i>Previous rate \$127.51</i>	<b>\$277.84</b> <i>Previous rate \$262.11</i>	<b>\$277.84</b> <i>Previous rate \$262.11</i>
Dental	5%	<b>\$46.99</b> <i>Previous rate \$44.75</i>	<b>\$94.06</b> <i>Previous rate \$89.58</i>	<b>\$137.91</b> <i>Previous rate \$131.34</i>

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 provides suggested fees that serve as a guide only – your dentist is not required to follow the guide or any fee schedule. Recent Fee Guide increases have been in the order of 7-8%.

The Trustees strive to find the optimal balance between providing meaningful benefits at the lowest cost possible 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.

You may opt out of MyUnionPlan@Work - The Retiree EHC and Dental Plans if you find another provider or plan 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

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