



2026 RETIREE HEALTH & DENTAL PLAN UPDATE

2025 Claims Experience Snapshot · What's Driving Benefit Costs

Plan Sustainability

Maintaining Meaningful Coverage

The Plan is funded through member premiums. Trustees continue to monitor claims trends, utilization and healthcare cost increases to help keep retiree coverage valuable and financially sustainable. This includes watching high-cost drug therapies, equipment usage, dental utilization and overall participation patterns so future decisions are informed by clear evidence.

At-a-Glance Summary

\$11.8M	\$9.3M	\$2.5M	6.1%
Total benefits paid	Health claims paid	Dental claims paid	Health claim increase

Key message: Prescription drugs and medical aids/equipment drove nearly 90% of the increase in health claim costs, while preventive and restorative services represented 67.6% of dental spending.

What retirees should know	What trustees are watching	What stays important
Claims remain concentrated in a few major categories.	Drug costs, equipment use and service utilization trends.	Balancing meaningful coverage with long-term affordability.

What Drove the Increase?

	Increase	Increase %	Share of growth	Why it matters
 Prescription drugs	\$304,000	5.7%	56.6%	Largest contributor to rising costs
 Medical aids & equipment	\$160,500	20.1%	29.9%	Fastest-growing major category
 Paramedical services	\$99,000	4.1%	18.4%	Higher use of services

Key insight: Prescription Drugs and Medical Aids & Equipment drove nearly 90% of increased health claim costs.

Where Health Claim Dollars Are Spent

Total Health Claims: \$9.283M · Prescription drugs account for 59.2% of spending.

Category	Claims	%
 Prescription Drugs	\$5,493,000	59.2%
 Paramedical Services	\$2,192,000	23.6%
 Medical Aids & Equipment	\$959,000	10.3%
 Hospital & Other Medical	\$467,000	5.0%
 Vision Care	\$172,000	1.9%

Cost Driver Spotlights

Prescription Drugs · Largest Benefit Expense

\$5.493M in annual claims, representing **59.2%** of health spending and a **\$304,000** increase during the year.

Medical Aids & Equipment · Fastest Growing

\$959,000 in annual claims with **20.1%** growth. Common claims include hearing aids, CPAP equipment, mobility devices, orthotics and oxygen equipment.

Paramedical Services · Higher Utilization

\$2.192M in annual claims. Massage therapy represented **50.8%** of spending, physiotherapy **35.8%**, and other services **13.4%**.

Reader takeaway: A small number of high-use categories account for most of the year-over-year pressure, making continued monitoring especially important.

Where Dental Claim Dollars Are Spent

Total Dental Claims: \$2.496M · Preventive and restorative services account for 67.6% of dental spending.

Category	Annual Claims	%
 Preventive Services	\$942,000	37.7%
 Restorative Services	\$746,000	29.9%
 Diagnostic Services	\$365,000	14.6%
 Periodontics	\$172,000	6.9%
 Oral Surgery	\$95,000	3.8%
 Endodontics	\$76,000	3.0%
 Dentures & Bridges	\$74,000	3.0%
 Other Services	\$26,000	1.1%

Bottom line: The plan continues to provide meaningful support to retirees, while cost trends show why careful monitoring and responsible stewardship remain essential.



Telecommunication Workers Pension Plan

#303 – 4603 Kingsway
Burnaby, BC V5H 4M4



Email: general@twplans.com

Website: <https://www.twplans.com/>



Telephone: 604-430-1317

Toll free: 1-877-430-3302

Fax: 604-430-5395