

## 2019 Annual Benefits Memo

### More choice and lower rates in new benefits plan effective July 1

The new benefits year begins on July 1, and I am pleased to inform you that we have negotiated a new plan that lowers costs and increases choice and flexibility for all employees. Plan changes do not affect faculty at this time as we are still negotiating plan design with them. For this group only, there will be no changes July 1.

### Plan highlights

Some of the highlights of the new plan include:

- \$250 in vision care coverage
- \$1,000/year for psychological services and \$500/year for all other paramedical services
- more coverage and greater frequency for dental exams
- increased orthodontic coverage
- effective Jan. 1, 2020 you can choose to divert funds from your health spending account (HSA) to a new personal spending account (PSA); the PSA covers a wide range of health-related goods and services, including fitness equipment and clothing
- more equitable coverage for short-term and long-term disability (LTD) for all employees

### Costs

LTD premiums will drop by 20 per cent by increasing the number of STD days and introducing a new benefit formula. This results in LTD coverage that is more equitable and standardized across all employee groups. The reduction in LTD premiums will offset increases to health and dental premiums, thereby lowering your costs overall.

Short-term disability coverage has increased to 75 days with the first 10 days at 100 per cent salary and the remaining 65 days at 90 per cent salary. This will help employees transitioning from short-term to long-term disability by giving them more time and an easier process to complete the requirements for LTD with no break in income.

To cover the cost of the enhancements to the plan and to align with the standard for our sector, the University is reducing life insurance and accidental death and dismemberment coverage from three-times an employee's annual salary to two-times effective Sept. 1. Please note:

- Employees who want to make up the life insurance difference of up to \$100,000, can log on to the Sun Life website between Aug. 16 and Sept. 15 to buy the additional coverage without having to supply medical evidence of insurability.
- Sun Life has also increased the optional life insurance maximum to \$350,000.
- Employees can also purchase optional accidental death and dismemberment coverage. Details and forms can be found at [mru.ca/benefits](http://mru.ca/benefits)

### Examples of coverage costs

Costs vary based on salary and level of coverage (single or family). The following are examples of employees' expected monthly savings under the new plan.

#### Summary of employees' costs

<b>Staff</b>		
Annual salary of \$50,000 – health and dental single coverage		
LTD decrease \$24	Health and dental increase \$8.20	Total approximate savings \$16/month
Annual salary of \$60,000 – health and dental family coverage		
LTD decrease \$28	Health and dental increase \$24.78	Total approximate savings \$3/month
Annual salary of \$75,000 – health and dental family coverage		
LTD decrease \$36	Health and dental increase \$24.78	Total approximate savings \$11/month

<b>Exempt</b>		
Annual salary of \$90,000 – health and dental single coverage		
LTD decrease \$37	Health and dental increase \$8.20	Total approximate savings \$29/month
Annual salary of \$75,000 – health and dental family coverage		
LTD decrease \$31.	Health and dental increase \$24.78	Total approximate savings \$6/month

<b>Management</b>		
Annual salary of \$80,000 – health and dental family coverage		
LTD decrease \$34	Health and dental increase \$24.78	Total approximate savings \$9/month
Annual salary of \$100,000 – health and dental family coverage		
LTD decrease \$42	Health and dental increase \$24.78	Total approximate savings of \$17/month
Annual salary of \$120,000 — health and dental single coverage		
LTD decrease \$50	Health and dental increase \$8.20	Total approximate savings \$42/month

***All benefits at a glance***

Benefit	Who pays	Cost as of July 1, 2019
Long-term disability	100% employee	20% decrease
Extended health	25% employee/ 75% University	30% increase
Dental	50% employee/ 50% University	15.5% increase
Employee and Family Assistance Program	100% University	No increase
Life insurance	100% University	Drop in coverage to 2X on Sept. 1
Accidental death and dismemberment	100% University	Drop in coverage to 2X on Sept. 1
Optional life insurance (\$350K new max.)	100% employee	Age band increases only*
Optional dependent (spouse and child) life	100% employee	Age band increases only*
Optional accidental death and dismemberment	100% employee	No change
Optional critical illness	100% employee	Age band increases only*

*\*While rates remain unchanged, employees may pay higher premiums as they increase at every 5-year age band.*

Details about the new plan are available on our website at [mru.ca/benefits](http://mru.ca/benefits), and specific questions about your unique circumstances can be directed to [benefits@mtroyal.ca](mailto:benefits@mtroyal.ca).

## **Signing up for the new plan and changing your coverage**

We are also happy to share that in order to allow employees to take advantage of the new features of our benefits plan, an open enrollment period will occur, enabling you to change your current coverage without the requirement of a life-change event. This **one-time** open enrollment will take place from Aug. 16 to Sept. 15, when all of our employees are scheduled to be on campus.

In the meantime, please also note that to save yourself money and keep costs low:

- You can submit the costs of your premiums for extended health and dental benefits for reimbursement if you have funds available in your Health Spending Account.
- Choose generic drugs, shop around for the best price and get a three-month supply to reduce dispensing costs. Visit [mysunlife.ca](http://mysunlife.ca) for more tips.
- If applicable, ensure you are coordinating any available benefits through a spouse's plan.

More details are available now at [mru.ca/Benefits](http://mru.ca/Benefits), with more information to come during the open enrollment period. Sun Life will update the benefits booklets for all employee groups throughout the summer and will make that information available in September.

Don't forget to check your beneficiaries for Life and Accidental Death and Dismemberment insurance at [MyMRU](http://MyMRU) / Employee Tab. From the My HR Profile box: Benefits and Pension, Benefit Statement, then click on the 'Select' button on the left-hand side. To change your beneficiaries, go to [mru.ca/Benefits](http://mru.ca/Benefits) under the New Benefit Changes in 2019 option you will find Updating Your Beneficiary Information. Please note that the original signed form must be returned to Benefits in E231.

Sincerely,  
Trika Macdonald

Benefits Committee  
Trika Macdonald, Associate Vice-President, Human Resources  
Cindy Hamonic, Benefits and Pension Advisor  
Dylan Pritchard, management representative  
Shiraz Kurji, MRFA representative  
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