

## HEALTH BENEFITS TRUST FUND

### Renewal Premium Rates Effective January 1, 2020

The Trustees of the Health Benefits Trust Fund (HBTF) have completed their annual review of the HBTF plan and the Core Plus plans' 2019 financial position and have finalized renewal premium rates for 2020. Premium rates are developed based on the financial experience of the plans and reflect the usage by insured members.

As of January 1, 2020, the HBTF Life rates will increase by 3.2% and the HBTF LTD rates will increase by 14%. There will be no change applied to the HBTF Accidental Death and Dismemberment rates for the upcoming plan year.

The cost and utilization of health care in Canada continues to escalate, with spending on prescription and over-the-counter drugs rising faster than any other area of health care. We are no different here given that prescription drugs continue to account for a significant portion of the HBTF claims -- 70% of all claims paid under the Extended Health Care benefit this past year. Within the HBTF plan, the overall cost per member that Great-West Life paid out in claims increased by nearly 25% in 2019. After careful analysis by the Trustees of emerging claim trends, they were compelled to significantly increase the rate adjustment for 2020, more so than in previous years. The overall impact of the rate adjustments to the combined HBTF Health and Dental rates is approximately 18.5%.

The HBTF plan moved to Great-West Life on January 1, 2018 in order to keep the plan costs as low as possible. The previous insurer, Sun Life, was proposing even more significant plan cost increases than Great-West Life.

When compared to other health and dental insurance programs in the marketplace available to individuals, the HBTF premiums, inclusive of the recent increase, are not only comparable but the coverage provided is more extensive. Unique features of the standard HBTF plan include:

- unlimited prescription drug coverage
- high limit Emergency Medical Travel coverage
- portability within Canada
- extends into retirement
- premiums that are tax deductible

The HBTF Trustees are aware that costs are rising for everyone, including physicians, and are making every effort to provide competitive coverage and monitor plan costs, as well as urge Great-West Life to keep the premiums as low as possible.



### HBTF Plan 2019 Monthly Premium Rates & the January 1, 2020 Renewal Rates

Benefit	2019 Rates			2020 Rates		
	\$/Month	\$/Month	\$/Month	\$/Month	\$/Month	\$/Month
	Under Age 70	Age 70+	1st Year Physician	Under Age 70	Age 70+	1st Year Physician
<b>Life Insurance (Employees Only)</b>						
\$20,000	\$1.96			\$2.02		
\$50,000	\$4.89			\$5.05		
<b>AD&amp;D Insurance (Employees Only)</b>						
\$20,000	\$0.38			\$0.38		
\$50,000	\$0.94			\$0.94		
<b>Long Term Disability (Employees Only)</b>						
\$500 (closed to new entrants)	\$10.20			\$11.61		
\$600 (closed to new entrants)	\$12.23			\$13.94		
\$700 (closed to new entrants)	\$14.27			\$16.26		
\$800 (closed to new entrants)	\$16.31			\$18.58		
\$900 (closed to new entrants)	\$18.35			\$20.90		
\$1,000	\$20.39			\$23.23		
\$1,100 (closed to new entrants)	\$22.43			\$25.55		
\$1,200	\$24.47			\$27.87		
\$1,500	\$30.59			\$34.84		
\$2,000	\$40.78			\$46.45		
\$2,500	\$50.98			\$58.06		
<b>HBTF Extended Health &amp; Dental Combined Rates</b>						
	2019 Rates			2020 Rates		
	\$/Month	\$/Month	\$/Month	\$/Month	\$/Month	\$/Month
	Under Age 70	Age 70+	1st Year Physician	Under Age 70	Age 70+	1st Year Physician
Single Member	\$134.25	\$147.66	\$67.13	\$159.01	\$174.59	\$79.51
Member with one dependent	\$246.21	\$270.77	\$123.10	\$292.06	\$320.57	\$146.03
Member with two or more dependents	\$366.04	\$402.54	\$183.20	\$434.46	\$476.83	\$217.23
<b>Core-Plus Extended Health &amp; Dental</b>						
	2019 Rates		2020 Rates			
Single Member	\$77.23		\$91.42			
Member with one dependent	\$141.42		\$167.49			
Member with two or more dependents	\$205.64		\$243.62			