

**GROUP INSURANCE - RENEWAL 2017**



**Benefits**



School Sector

**RENEWAL 2017**

Premium rates comparison for a 14-day period

			Rates until December 31 <sup>st</sup> 2016		SSQ Proposed Rates as of January 1 <sup>st</sup> 2017		Rates Negotiated by Aon as of January 1 <sup>st</sup> 2017			
			Calculated without using the surplus	Surplus utilisé	Calculated without using the surplus	Variance (%)	Actual Rate (Calculated without using the surplus)	Variance (%)	Actual Rate (Calculated using the surplus)	Variance (%)
B a s i c	plan 1	▪ individual	46,32 \$	n/u	51,97 \$	12,2 %	48,77 \$	5,3 %	46,32 \$	0%
		▪ single-parent	58,33 \$	n/u	65,45 \$	12,2 %	61,42 \$	5,3 %	58,33 \$	0%
		▪ family	94,34 \$	n/u	105,85 \$	12,2 %	99,34 \$	5,3 %	94,34 \$	0%
H e a l t h	plan 2	▪ individual	61,71 \$	n/u	69,24 \$	12,2 %	64,98 \$	5,3 %	61,71 \$	0%
		▪ single-parent	77,80 \$	n/u	87,29 \$	12,2 %	81,92 \$	5,3 %	77,80 \$	0%
		▪ family	126,06\$	n/u	141,44\$	12,2 %	132,74 \$	5,3 %	126,06\$	0%
C a r e	plan 3	▪ individual	72,91 \$	n/u	81,81 \$	12,2 %	76,77 \$	5,3 %	72,91 \$	0%
		▪ single-parent	92,04 \$	n/u	103,27 \$	12,2 %	96,92 \$	5,3 %	92,04 \$	0%
		▪ family	149,49 \$	n/u	167,73 \$	12,2 %	157,41 \$	5,3 %	149,49 \$	0%

The amount disbursed to the member corresponds to the indicated rate **less** the employer's contribution (as per clause 5-3.25 of the collective agreement) **plus** the sales tax of 9.

The employer's contribution varies according to the post held by the employee: posts of 70% or more = full contribution of \$ 2.80 for the individual or \$ 6.99 for the family & single parent plan; posts of less than 70% = half contribution for a total of \$ 1.40 for the individual or \$ 3.50 for the family & single parent plan. That amount is taxable.

**4 millions\$/year deal:** during the 2015-2020 negotiation for the renewal of the collective agreement, an extra \$ 4 million/year contribution for the insurance benefits of the FEESP/CSN education staff (school sector and cégeps) was obtained from the government. That amount is taxable.

**Using the surplus:** In 2017, a 5,3 % premium rate decrease will be applied, which amounts to about \$ 450 000. A part of the additional contributions obtained from the FEESP agreement with the government will be used to cover this premium rate decrease.

Life Insurance	❖ Participant's Basic Life Insurance (following application of subsidy 0,01 \$)	0,111 \$/1 000 \$	0,124 \$/1 000 \$	12 %	0,111 \$/1 000 \$	0 %	The employer does not contribute to the life insurance, disability and dental plans. The participant's disbursement corresponds to the designated premium plus the 9% sales tax
	❖ dependents						
	▪ single-parent	0,15 \$	0,17 \$	12 %	0,15 \$	0 %	
	▪ family	0,44 \$	0,49 \$	12 %	0,44 \$	0 %	
	❖ accidental death & dismemberment	0,015 \$/1 000 \$	0,015 \$/1 000 \$	0 %	0,015 \$/1 000 \$	0 %	
Disability Insurance	❖ Long term	1,498 % of gross salary	1,543 % of gross salary	3 %	1,528 % of gross salary	2 %	
Dental Care	▪ individual	16,36 \$	18,01 \$	10,1 %	16,88 \$	3,2 %	
	▪ single-parent	23,24 \$	25,59 \$	10,1 %	23,98 \$	3,2 %	
	▪ family	43,84 \$	48,27 \$	10,1 %	45,24 \$	3,2 %	