

June 13, 2023

To: Benefit Administrators / Human Resource Personnel / Union Partners

**From: Lorne Shiplack
Director, Employee Benefits**

**Re: Disability Income Plans Contribution Rate Changes Effective July 30, 2023
Employee Benefit Plans**

The Employee Benefit Plans Board of Trustees approved a contribution rate increase for the CUPE, SEIU-West and General disability income plans effective July 30, 2023 as follows:

- The contribution rate for CUPE will increase from 2.50% to 2.54% (+2% change in contribution rate). The CUPE bridge rate will remain unchanged at 0.85%
- The contribution rate for SEIU-West will increase from 2.42% to 2.43% (+0.4% change in contribution rate). The SEIU-West bridge rate will remain unchanged at 0.65%.
- The contribution rate for General will increase from 1.13% to 1.19% (+5% change in contribution rate).
- The contribution rate for the SUN disability income plan will remain unchanged.

All contribution rate changes will be implemented on July 30, 2023 to coincide with the first payroll date in August 2023, and will ensure both pay periods in August have the same disability contribution rate applied.

The charts below show the financial position of the disability plans as of December 31, 2021 and December 31, 2022.

CUPE Disability Income Plan

Valuation	December 31, 2021	December 31, 2022
Surplus (deficit) from Funding Valuation	\$46,575,000	\$45,594,000
Number of long-term claims	574	545
Number of short-term claims	78	85
Contribution rates		
Contribution rate effective July 31, 2022		2.50%

Contribution rate effective July 30, 2023		2.54%
*Bridge contribution rate effective July 30, 2023 (unchanged)		0.85%

*Bridge contribution rate of 0.85% applies to all CUPE-CIVIC plan members and CUPE plan members over the age 65.

SUN Disability Income Plan

Valuation	December 31, 2021	December 31, 2022
Surplus (deficit) from the Funding Valuation	\$37,683,000	\$37,731,000
Number of long-term claims	258	265
Contribution rates		
Contribution rate effective July 31, 2022		1.46%
Contribution rate effective July 30, 2023 (unchanged)		1.46%

SEIU-West Disability Income Plan

Valuation	December 31, 2021	December 31, 2022
Surplus (deficit) from Funding Valuation	\$25,325,000	\$22,094,000
Number of long-term claims	475	506
Number of short-term claims	79	74
Contribution rates		
Contribution rate effective July 31, 2022		2.42%
New Contribution rate effective July 30, 2023		2.43%
*Bridge contribution rate effective July 30, 2023 (unchanged)		0.65%

* Bridge contribution rate of 0.65% applies to SEIU-West plan members over the age 65.

General Disability Income Plan

Valuation	December 31, 2021	December 31, 2022
Surplus (deficit) from the Funding Valuation	\$22,804,000	\$19,979,000
Number of long-term claims	223	228

Contribution rates		
Contribution rate effective July 31, 2022		1.13%
Contribution rate effective July 30, 2023		1.19%

The *DIP Monthly Contribution Report*, with the new contribution rates effective July 30, 2023, will be posted on www.3sHealth.ca by July 28, 2023. The *DIP Monthly Contribution Report* with rates prior to July 31, 2022 will also display on the 3sHealth website, for the month of August.

If you have any questions regarding this bulletin, please contact Lorne Shiplack at lorne.shiplack@3shealth.ca or 306.347.5528.