

June 11, 2021

To: Benefit Administrators / Human Resource Personnel / Union Partners

**From: Alana Shearer-Kleefeld
Director, Employee Benefits**

**Re: Disability Income Plans Contribution Rate Changes Effective August 1, 2021
Employee Benefit Plans**

The Employee Benefit Plans Board of Trustees approved a contribution rate increase for the SEIU-West disability income plan effective August 1, 2021. The contribution rate will increase from 2.26% to 2.28% and will be implemented on August 1, 2021 to coincide with the first payroll date in August 2021, and will ensure both pay periods in August have the same disability contribution rate applied.

The contribution rates for the CUPE, SUN and General disability income plans will remain unchanged.

The charts below show the financial position of the disability plans as of December 31, 2019 and December 31, 2020.

CUPE Disability Income Plan

Valuation	December 31, 2019	December 31,2020
Surplus (deficit) from Funding Valuation	\$54,291,000	\$48,170,000
Number of long-term claims	520	585
Number of short-term claims	125	77
Contribution rates		
Contribution rate effective October 25, 2020		2.36%
Contribution rate effective August 1, 2021 (unchanged)		2.36%
*Bridge contribution rate effective August 1, 2021 (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, 2019	December 31, 2020
Surplus (deficit) from the Funding Valuation	\$42,285,000	\$38,555,000
Number of long-term claims	254	267
Contribution rates		
Contribution rate effective October 25, 2020		1.46%
Contribution rate effective August 1, 2021 (unchanged)		1.46%

SEIU-West Disability Income Plan

Valuation	December 31, 2019	December 31, 2020
Surplus (deficit) from Funding Valuation	\$33,980,000	\$28,525,000
Number of long-term claims	442	498
Number of short-term claims	81	76
Contribution rates		
Contribution rate effective October 25, 2020		2.26%
New Contribution rate effective August 1, 2021		2.28%
*Bridge contribution rate effective August 1, 2021 (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, 2019	December 31, 2020
Surplus (deficit) from the Funding Valuation	\$27,974,000	\$24,025,000
Number of long-term claims	200	213
Contribution rates		
Contribution rate effective October 25, 2020		1.13%
Contribution rate effective August 1, 2021 (unchanged)		1.13%

The *DIP Monthly Contribution Report* with the new contribution rates effective August 1, 2021 will be posted on 3sHealth.ca by July 30, 2021. The *DIP Monthly Contribution Report* with rates prior to August 1, 2021 will also display on the 3sHealth website, for the month of August.

If you have any questions regarding this bulletin, please contact Alana Shearer-Kleefeld at alana.shearer-kleefeld@3sHealth.ca or 306.347.5599.