

October 20, 2020

To: Benefit Administrators / Human Resource Personnel / Union Partners

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

**Re: Disability Income Plans Contribution Rate Changes Effective October 25, 2020
Employee Benefit Plans**

The Employee Benefit Plans Board of Trustees approved a contribution rate increase for the SUN disability income plan effective October 25, 2020. The new contribution rate will be implemented on October 25, 2020 to coincide with the first payroll date in November 2020, and will ensure both pay periods in November have the same disability contribution rate applied.

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

The charts below show the financial position of the disability plans as of December 31, 2018 and December 31, 2019.

CUPE Disability Income Plan

Valuation	December 31, 2018	December 31, 2019
Surplus (deficit) from Funding Valuation	\$57,191,000	\$54,291,000
Number of long-term claims	459	520
Number of short-term claims	117	125
Contribution rates		
Contribution rate effective July 21, 2019		2.36%
Contribution rate effective October 25, 2020 (unchanged)		2.36%
*Bridge contribution rate effective October 25, 2020 (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, 2018	December 31, 2019
Surplus (deficit) from the Funding Valuation	\$48,045,000	\$42,285,000
Number of long-term claims	223	254
Contribution rates		
Contribution rate effective July 21, 2019		1.33%
<i>New contribution rate effective October 25, 2020</i>		1.46%

SEIU-West Disability Income Plan

Valuation	December 31, 2018	December 31, 2019
Surplus (deficit) from Funding Valuation	\$36,004,000	\$33,980,000
Number of long-term claims	447	442
Number of short-term claims	85	81
Contribution rates		
Contribution rate effective July 21, 2019		2.26%
<i>Contribution rate effective October 25, 2020 (unchanged)</i>		2.26%
<i>*Bridge contribution rate effective October 25, 2020 (unchanged)</i>		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, 2018	December 31, 2019
Surplus (deficit) from the Funding Valuation	\$30,024,000	\$27,974,000
Number of long-term claims	183	200
Contribution rates		
Contribution rate effective July 21, 2019		1.13%
<i>New contribution rate effective October 25, 2020 (unchanged)</i>		1.13%

The *DIP Monthly Contribution Report* with the new contribution rates effective October 25, 2020 will be posted on 3shealth.ca by November 2, 2020. The *DIP Monthly Contribution Report* with rates prior to October 25, 2020 will also display on the 3sHealth website, for the month of November.

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