

Date:	April 25, 2019
To:	Employees Participating in Health, Dental, Life Insurance, Disability Insurance Benefits or HOOPP
From:	Erin Sleeth, Chief Human Resources Officer
Subject:	Benefit Newsletter

Benefit Premium Rates

Each year in collaboration with the insurance carriers, we review the premium rates for our benefit plans and adjustments may be required based on past claims experience and anticipated inflationary costs.

We are pleased to announce that premium rates for the following benefits will remain unchanged in 2019:

- Extended Health Care
- Semi Private Hospitalization
- Dental
- Group Life Insurance
- Long Term Disability Insurance

We will continue to monitor our usage and look for opportunities to improve our plan while also controlling the cost to you.

Change to prescription drug coverage under OHIP+

As you may be aware, the Ontario government is making a significant change to OHIP+, which was implemented just over a year ago on January 1, 2018. This program paid 100 per cent of the cost of eligible prescription drugs for all children and youth under age 25.

Effective April 1, 2019, dependents under age 25 who have drug coverage under private plans will not have any coverage under OHIP+. In other words, if you have a dependent under the age of 25 that continues to be covered with Green Shield Canada (GSC), they will provide prescription drug coverage as it was prior to when OHIP+ was first implemented. Please note depending on your benefit plan, all dependents under the age of 25 may not be eligible for coverage with Green Shield if they are not enrolled in full-time school.

As a reminder, the benefit premium costs and benefit booklets which outline your coverage details can be found on our Wellness site at <http://www.rrbchs.ca/wellness-resources/benefits-options/> or by reaching out to Green Shield directly at 1.888.711.1119.



Your Partner in Lifetime Health

HOOPP

The Healthcare of Ontario Pension Plan (HOOPP) is a defined benefit pension plan which is fully funded at 122%. This means that for every \$1 owed to members for pension payments, HOOPP has \$1.22 in the pension fund.

As a member, your contributions are deducted each pay period directly from your gross pay. For every \$1 that you contribute, the Brant Community Healthcare System contributes \$1.26 to the HOOPP Fund. The contributions rates are:

- * 6.9% of your annualized earnings up to the year's maximum pensionable earnings (YMPE)
- * 9.2% of your annualized earnings above the YMPE

The 2019 YMPE is \$57,400. The contribution rates have been in place since 2004 and will remain the same until at least the end of 2020. All contributions are invested in the HOOPP Fund. The monthly pension you will receive in retirement is determined using a formula that is based on your earnings and how much contributory service you have built in the Plan.

In 2018, HOOPP improved their services by rolling out an enhanced online service on HOOPP Connect for member using a new administrative platform that will help them manage costs and give more flexibility.

You can register for HOOPP Connect online at <https://connect.hoopp.com/tools/hoopp-sts-app/account/signin>.

If you are not a member of HOOPP and would like to enroll, you may submit your request by emailing hrforms@bchsys.org.