

May 7, 2026

**To: Benefit Administrators / Human Resource Personnel / Union Partners**

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

**Re: Basic Life Insurance Monthly Premium Rate Effective June 1, 2026**

At the April 29, 2026 Employee Benefit Plans Board of Trustees meeting, the Trustees approved a premium rate decrease for Basic Life Insurance effective June 1, 2026. Because there is currently a surplus in the Group Life Insurance Plan, the Basic Life Insurance rate is being subsidized from the rate stabilization fund, allowing for a lower rate to be paid by employees and employers.

Effective June 1, 2026 the Basic Life Insurance monthly premium rate will be decreased to \$0.123/\$1,000 from \$0.133/\$1,000 of insurance coverage. The AD&D premium rate will remain unchanged at \$0.017/\$1,000 of insurance coverage. Combined, the monthly premium rate for Basic Life and AD&D is \$0.123 + \$0.017 = \$0.14/\$1,000 of coverage.

Plan	Current Rate per \$1,000 coverage	New Rate per \$1,000 coverage (Effective June 1, 2026)
<b>Basic Group Life</b>	\$0.133	<b>\$0.123</b>
<b>AD&amp;D</b>	\$0.017	<b>\$0.017</b>
<b>Total Monthly Premium Rate</b>	\$0.15	<b>\$0.14</b>

The new premium rate will be reflected on the monthly invoice you receive in June.

Basic Life Insurance is managed by an insured refund arrangement with Canada Life. This means that the Plan shares in the risk with the insurance company. Each year the premiums paid are reconciled against the plan costs (claims and expenses) to generate a surplus or deficit based upon the actual experience during the year.

If you have any questions about the Basic Life Insurance monthly premium rate, please contact the Benefit Services team at [ebp@3shealth.ca](mailto:ebp@3shealth.ca) or 1-866-278-2301.