

**To: Benefit Administrators / Human Resource Personnel
3sHealth Out-of-Scope Extended Health Care and Enhanced Dental Plan
Participating Employers**

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

**RE: Contribution Holiday for the 3sHealth Out-of-Scope Extended Health Care and
Enhanced Dental Plan from November 1, 2016 to March 31, 2017**

On October 24, 2016 the Employee Benefit Plans Board of Trustees passed a motion to grant participating employers of the Out-of-Scope Extended Health Care and Enhanced Dental Plan a contribution holiday. This contribution holiday will initially be in effect from November 1, 2016 until March 31, 2017.

The contribution holiday has been put into effect because there is a significant surplus in reserves, beyond what is required to support the plan. Currently, the Out-of-Scope Extended Health Care and Enhanced Dental Plan has a reserve of \$11 million, while the current reserve requirement is approximately \$1.4 million.

The Board of Trustees will closely monitor the financial position of the Out-of-Scope Extended Health Care and Enhanced Dental Plan. Prior to March 31, 2017 the Trustees will determine if the contribution holiday may be extended for an additional period of time. Employers will receive notification once a determination has been made on contribution holidays to be provided during the 2017/18 fiscal year.

The contribution holiday means that contributing employers will not be required to remit the Out-of-Scope premium rate of \$103/FTE plus .5% of salary for employees from November 1, 2016 through March 31, 2017. Employers who subscribe to 3sHealth payroll services will not be required to print your monthly invoice from MemberNet or remit monthly payments during the contribution holiday period. Employers who use their own payroll services will not receive a monthly invoice and will not be required to remit monthly payment during the contribution holiday period.

The contribution holiday will apply only to those participating employers of the 3sHealth Out-of-Scope Extended Health Care and Enhanced Dental Plan on October 24, 2016 or prior. Participating employers who joined the 3sHealth Out-of-Scope Extended Health Care and Enhanced Dental Plan after October 24, 2016 will not be eligible for the contribution holiday.

If you have any questions about the contribution holiday for the Out-of-Scope Extended Health Care and Enhanced Dental Plan, please contact Alana Shearer-Kleefeld by email: alana.shearer-kleefeld@3shealth.ca or by telephone: 306.347.5599.