

June 6, 2022

To: Benefit Administrators / Human Resource Personnel / Union Partners

From: Lorne Shiplack
Acting Director, Employee Benefits

Re: Disability Income Plans Contribution Rate Changes Effective July 31, 2022
Employee Benefit Plans

The Employee Benefit Plans Board of Trustees approved a contribution rate increase for the CUPE and SEIU-West disability income plan effective July 31, 2022. The contribution rate for CUPE will increase from 2.36% to 2.50%. The contribution rate for SEIU-West will increase from 2.28% to 2.42%. Both contribution rate changes will be implemented on July 31, 2022 to coincide with the first payroll date in August 2022, and will ensure both pay periods in August have the same disability contribution rate applied.

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

The charts below show the financial position of the disability plans as of December 31, 2020 and December 31, 2021.

CUPE Disability Income Plan

Valuation	December 31, 2020	December 31, 2021
Surplus (deficit) from Funding Valuation	\$48,170,000	\$46,575,000
Number of long-term claims	585	574
Number of short-term claims	77	78
Contribution rates		
Contribution rate effective August 1, 2021		2.36%
Contribution rate effective July 31, 2022		2.50%
*Bridge contribution rate effective July 31, 2022 (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, 2020	December 31, 2021
Surplus (deficit) from the Funding Valuation	\$38,555,000	\$37,683,000
Number of long-term claims	267	258
Contribution rates		
Contribution rate effective August 1, 2021		1.46%
Contribution rate effective July 31, 2022 (unchanged)		1.46%

SEIU-West Disability Income Plan

Valuation	December 31, 2020	December 31, 2021
Surplus (deficit) from Funding Valuation	\$28,525,00	\$25,325,000
Number of long-term claims	498	475
Number of short-term claims	76	79
Contribution rates		
Contribution rate effective August 1, 2021		2.28%
New Contribution rate effective July 31, 2022		2.42%
*Bridge contribution rate effective July 31, 2022 (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, 2020	December 31, 2021
Surplus (deficit) from the Funding Valuation	\$24,025,000	\$22,804,000
Number of long-term claims	213	223
Contribution rates		
Contribution rate effective August 1, 2021		1.13%

Contribution rate effective July 31, 2022 (unchanged)		1.13%
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The *DIP Monthly Contribution Report* with the new contribution rates effective July 31, 2022 will be posted on www.3sHealth.ca by July 29, 2022. The *DIP Monthly Contribution Report* with rates prior to July 31, 2022 will also display on the 3sHealth website, for the month of August.

If you have any questions regarding this bulletin, please contact Lorne Shiplack at lorne.shiplack@3shealth.ca or 306.347.5528.