

In Reply Please Quote Our File Number:

19 December 2014

Mr. Steve Joy  
President, CUPE Local 1867  
Nova Scotia Highway Workers Union  
271 Brownlow Ave  
Dartmouth NS B3B 1W6

RECEIVED JAN 05 2015

Dear Mr. Joy:

**Re: Province of Nova Scotia Employees Group Life and Health Insurance Plan Costs**

This letter is to provide you with notice of the rate adjustments that will be made to the Province's Group Basic Life and Optional Life Insurance Plans. I am pleased to advise you that the rates charged for these benefits will be reduced effective December 28, 2014.

The annual review of these benefits includes a 5 year analysis of a number of factors *including* the premiums paid by both the employer and plan members, the claims charged by plan members and overall change in the demographics (age, gender, occupation, earnings) of the membership.

As a result of this analysis, the Basic Life Insurance Plan premium will reduce by 40%. This results in a reduction in the employee's bi-weekly cost from \$5.5 cents to \$3.3 cents per \$1,000 of coverage.

In addition, Optional Life Insurance Plan premiums will reduce by 50%. The premiums for Optional Life insurance are age banded and 100% paid by the Employee. A summary of rates is enclosed.

I am also pleased to advise that the premiums charged for the Employee Health and Dental benefits plans will remain unchanged for the upcoming policy year.

Employees will be notified of these changes through a broadcast email.

I trust this information is to your satisfaction but please do not hesitate to contact me or Cathy Rankin, Benefits Manager at 424-1167, if you have questions or concerns.

Sincerely,



Laura Lee Langley  
Commissioner

cc. C. Rankin  
C. Yazbek

## Summary of Basic Life and Optional Life Benefit Plan Costs 2015

This information applies to employees, retired employees\* and member employer agencies who participate in the provincial government's benefits plans.

Benefit	Cost
Basic Life Insurance - Employee	3.3 cents per \$1,000/bi-weekly 50% Employer paid
Basic Life Insurance - Retiree	14.3 cents per \$1,000/month 100% Retiree paid
Optional Life Insurance - Employee	Age based rates, per \$1,000/bi-weekly 100% Employee paid Under age 40: 1.1 cents 40-44 1.5 cents 45-49 2.8 cents 50-54 4.3 cents 55-59 7.5 cents 60-64 12.4 cents 65-69 16.9 cents 70-74 32.1 cents
Optional Life Insurance- Retiree	Age Based rates, per \$1,000 / monthly 100% Retiree paid Age 50-54 9.3 cents Age 55-59 16.2 cents Age 60-64 26.9 cents

### Where can I get more information?

E-mail [PSCBenefitInquiries@novascotia.ca](mailto:PSCBenefitInquiries@novascotia.ca) with any questions about your benefits coverage and costs. Employees can also get specific, up to date information on their benefits coverage and beneficiaries via the Province of Nova Scotia Self-Service Portal at <https://prov-portal.cfms.gov.ns.ca/irj/portal>.

\* To determine eligibility for benefits as a retiree, please refer to:  
[http://novascotia.ca/psc/pdf/employeeCentre/benefits/When\\_I\\_Retire.pdf](http://novascotia.ca/psc/pdf/employeeCentre/benefits/When_I_Retire.pdf)