

2021

BENEFITS BULLETIN

(Postdoctoral Fellows)



At Memorial University we are committed to supporting the health and well-being of you and your family. Our benefits program offers support and resources for your physical, mental and financial well-being.

On March 11, 2021, the Board of Regents met and approved a recommendation of the University Benefits Committee that the group insurance plans be renewed for the policy year beginning April 1, 2021, at the rates shown below. The plans are being renewed with no change in benefit levels.

IMPORTANT DATES TO REMEMBER

April 1, 2021: New benefit rates are effective.

April 8, 2021: Blended benefit rates will be reflected in your pay.

April 22, 2021: Full impact of the rate changes will be reflected in your pay.

Benefit		Rate Change	Bi-weekly Rate (\$)	
			Employee	University
Health	Single	7%	20.46	20.47
	Family		60.87	60.87
Dental	Single	n/a	9.03	9.03
	Family		16.53	16.54
Basic Life		11.1%	.040 / 1,000	.041 / 1,000
Optional Life		n/a	0.95 / 10,000	—
Dependent Life		n/a	0.21	0.22
AD&D	Basic		0.10	0.10
	Optional	n/a	0.057 / 10,000	—
	Voluntary (S)		0.067 / 10,000	—
(F)	0.114 / 10,000		—	

WHAT DOES THIS MEAN FOR ME?

The increase in premiums for the majority of postdoctoral fellows will be \$1.61 for those who have single health coverage and \$4.26 for those with family coverage.

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Rate Changes and Financial Positions of the Group Insurance Plans



HEALTH AND DENTAL

Memorial's health and dental plans are administered by Medavie Blue Cross on an "Administrative Services Only" basis. This means that the plans are self-insured under an arrangement whereby Memorial and plan members are responsible for deficits as they arise and, in a similar fashion, they are the beneficiaries of surpluses that might accumulate.

Experience under the health and dental plans continued to be positive for the past year as the level of premium contributed was higher than the total of claims plus expenses paid, leaving both plans with healthy surplus positions. A significant driver of the good experience was a reduction in claiming patterns caused by the COVID-19 pandemic which led to reduced access to certain health and dental providers. With the exception of prescription drug costs, which rose by 10.4 per cent, all other claim cost categories experienced a decline during the year.

In determining an appropriate premium rate for 2021-22, expected claim costs were normalized to remove the pandemic impact and account for escalating drug costs.

The University Benefits Committee has taken this into consideration along with the level of surplus in the plans and has recommended rate adjustments for the 2021-22 fiscal year that are lower than those requested by Medavie Blue Cross. Medavie has accepted these lower rates.

BASIC LIFE INSURANCE

The basic life plan is underwritten by Manulife Financial on a refund basis which means that any surplus generated is available to the plan to stabilize rates in the event that a deficit emerges. Deficits, when incurred, must be paid.

Experience last year was on par with that of the previous year and claims again exceeded the level of premium contributed. As a result, the basic life plan incurred a deficit.

Rates are determined based upon the previous five years of plan experience and any deficit recovery. Given the experience, a rate increase is required; the magnitude of the increase has been mitigated through the use of surplus to pay the deficit.

DEPENDENT AND OPTIONAL LIFE INSURANCE

The dependent and optional life plans (employee only and spousal/dependent child) are fully insured plans with Manulife Financial and therefore have no provision for surplus or deficit accounting.

No rate change is necessary for the optional life insurance plans.

ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D)

The AD&D plans are fully insured plans provided by SSQ Insurance (Beneva). No rate changes are necessary for the AD&D plans.

IMPORTANT RESOURCES

Access our EFAP by calling 1.800.387.4765, downloading the MY EAP app or through Workhealthlife.com.

Access your health and dental benefits through the Medavie Blue Cross mobile app, [plan member site](#) or by calling 1.800.667.4511.

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Things to keep in mind....



NEW FEATURES OF OUR SUPPLEMENTARY HEALTH PLAN

Our psychologist paramedical benefit now covers access to internet-based cognitive behavioural therapy (iCBT) through [MindBeacon](#) and [AbilitiCBT](#) from Morneau Shepell. Information and links to these providers is here: <https://www.mun.ca/hr/services/benefits/iCBT.php>

iCBT is a form of online, therapist-assisted support for mild to moderate anxiety and depression.

Our physiotherapy benefit now covers virtual physiotherapy. Access an eligible provider through Medavie Blue Cross' Connected Care portal on your MBC mobile app or through your online account.

DID YOU KNOW?

Memorial University is a member of Interuniversity Services Inc. (ISI), a not-for-profit organization that administers volume-purchasing arrangements for member post-secondary institutions throughout Atlantic Canada. Memorial benefits from this arrangement through lower group insurance costs and enhanced coverage while at the same time maintaining independence over our own plan design and administration.

REMEMBER TO USE YOUR EMPLOYEE AND FAMILY ASSISTANCE PROGRAM (EFAP)

As part of our commitment to the well-being of you and your family, Memorial sponsors access to an EFAP. This 24/7 confidential service offers short-term counselling, WorkLife Services (including legal and financial services, child and elder care support), and access to online self-paced mental health and wellness e-courses.

MAKE SURE YOUR COVERAGE IS UP-TO-DATE

Ensure your benefits coverage is always up-to-date by:

- Letting us know when you experience a life change - a new child, a change in your marital status or loss of coverage under another group plan
- Checking that your life insurance beneficiaries are up-to-date
- Reviewing your coverage levels - you may be eligible for optional life insurance with evidence of good health

Contact: myhr@mun.ca
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