



Group Insurance Renewal 2023 – Active Teachers

Following a review of the financial results and liabilities of our group insurance plan, the Membership Plans Committee and QPAT Executive Committee recommended a renewal proposal to the QPAT Board of Directors, which approved premium adjustments for 2023.

2023 Premium Adjustments

Insurance Coverage	Premium Adjustment
Health Care Insurance	+7%
Long-Term Disability Insurance	+15%
Basic Life Insurance (optional)	+13.9%
Dental Care Insurance (MTA only)	-3.2%

Group Insurance Renewal Notes

Our group plan is 100% funded by members. We support each other's health care needs, provide income replacement benefits (LTD) to those experiencing prolonged periods of disability, as well as waive the premiums for eligible members while they are receiving salary insurance benefits and remain disabled for at least 6 months.

Health Care

The technical analysis of our group plan, which takes into consideration economic and demographic factors, as well as group plan design and governance, supported a premium adjustment of +7%.

During the 12-month reference period used for the renewal, 83% of all health care claims were for prescription drugs, with the average claim per certificate having increased by 9.4%. An increase in the pooling charge, an insurance premium protecting the group plan from claims of greater than \$50K, is reflected in the health care premium adjustment.

The following table reflects the health care adjustment per pay:

Individual	Couple	Single Parent	Family
+\$4.46	+\$8.51	+\$6.30	+\$10.34

Note: As of January 1, 2023, the group plan will be modified to remove the \$10K lifetime maximum for therapeutic appliances in favour of a reasonable and customary provision.

Long-Term Disability

As more of our members are experiencing prolonged periods of disability, with working conditions often contributing factors, our group plan claims experience continues to deteriorate, with the effects of the pandemic just beginning to affect our experience.

Greater numbers of disabled members necessitate premium adjustments in order to pay LTD benefit claims. Despite the LTD premium rate more than doubling in the past six years, the LTD benefit has generated over \$8.7M in overall deficits, with an annual deficit also projected for 2022. Technical analysis supported a +15% premium adjustment.

The following table reflects samples of the LTD adjustment per pay:

Step 5	Step 9	Step 13	Step 17
+\$5.46	+\$6.21	+\$7.33	+\$9.09

Basic Life

Basic Life, an optional benefit, ended 2021 in deficit and is projected to have another annual deficit in 2022. Technical analysis supported +13.9% premium adjustment.

Dental Care

As it is not a core benefit of our group plan, dental care is only available to MTA members. With positive claims experience and a solid financial statement in 2021, technical analysis of dental care supported a -3.2% premium adjustment.

The following table reflects the dental care adjustment per pay:

Individual	Couple	Single Parent	Family
-\$0.71	-\$1.36	-\$1.25	-\$1.89

Note: As of January 1, 2023, the group plan will be modified to provide reimbursement according to the dental fee guide of the year in which the claim was incurred.

Premium adjustments are only recommended after careful analysis and consideration. QPAT recognizes that increases to insurance premiums remain a concern of the membership. We continue to stress the need for improved working conditions, engaging with the employer on various initiatives to promote a healthier workplace.