



Group Insurance Renewal 2025

Following a review of the financial results of our group insurance plan by the QPAT Membership Plans Committee, the QPAT Executive Committee recommended a renewal proposal to the QPAT Board of Directors, which approved premium adjustments for 2025.

2025 Premium Adjustments

Coverage	Premium Adjustment
Health Care Insurance	+15%
Long-Term Disability (LTD) Insurance	No Change
Basic Life Insurance (optional)	No Change
Dental Care Insurance (MTA only)	+5.0%

Group Insurance Renewal Notes

The 2023-2028 Collective Agreement reintroduced an employer contribution for group insurance. While the annual contribution for participants with health care coverage (\$150 individual / \$300 couple, individual + children, family) is minimal, it will hopefully lead to a more substantial contribution in future agreements. Employees who worked less than 60% the previous school year are only eligible for half the employer contribution. This taxable benefit is not paid directly to the employee, but is transferred to the insurance provider, with the insurance premium to be deducted reduced accordingly.

Premiums are determined based on the group plan's claims experience and administrative fees (unchanged since 2022), as well as projected inflation. Please note that Quebec charges a 9% premium tax, which is included in the rate tables and per pay adjustments.

Health Care

The technical analysis of the health care benefit took into consideration our claims experience and financial results, as well as other economic, demographic, plan design and governance factors, supporting a premium adjustment of +15%.

A significant health care deficit was reported in 2023, despite a premium adjustment of +7%. Analysis of health care claims projects another potential deficit in 2024. Over the two 12-month reference periods, paid health care claims have increased by \$1.6M, or more than 15%.

While cost containment measures such as mandatory generic, bio-similar switching, and the preauthorization requirement for certain drugs have been implemented, the total drug spend has continued to increase. With health care inflation projected to be 8%, prescription drug costs are likely to continue to rise.

During the most recent reference period, prescription drugs accounted for 84% of all health care claims, with the average drug claim per certificate increasing by 16.4%. The number of high health care claimants (i.e. \$50K and above) increased during the reference period. It's important to note these high-cost medications often dramatically impact quality of life, potentially extending the life expectancy of members and their families.

While the 2024 renewal expanded the vision care reimbursement level and added eye exam as an eligible expense under the vision care maximum, the 2025 renewal does not include any plan design modifications. While potential modifications were analyzed and discussed, they were deemed too costly at this time.

It should be noted that following the approval of the weight-loss drug *Wegovy* in November 2024, members will be able to submit eligible claims for reimbursement. As preauthorization may be necessary, please contact iA Financial Group for more information (1-866-585-8843).

The following table reflects the adjusted health care premium per pay (including 9% tax):

Individual	Couple	Individual + Children	Family
+\$11.22	+\$21.34	+\$15.55	+\$26.16

*For those 65 years old and above, please refer to the rate table.

Note: While the 2025 health care premium reflected on the rate table appears to reflect an adjustment of more than 15%, the discrepancy is the result of applying the employer contribution over a full calendar year as of 2025.

Long-Term Disability (LTD)

Due to an unexpected number of recoveries, an LTD surplus was reported in 2023. As initial estimates for 2024 project another potential LTD surplus, it is possible that the group plan is developing a positive trend; however, as LTD is a volatile benefit, technical analysis supported no change to the premium in 2025.

As the impact of the LTD cost containment measures implemented as of July 1, 2023, will be reflected in the 2026 renewal, there is a possibility that the financial situation could warrant a reduction in LTD rates next year.

Basic Life

While basic life, an optional benefit, reported a surplus in 2023, as life insurance is also a volatile benefit, no change to the premium was recommended for 2025.

Dental Care

As dental care is not a core benefit of our group plan, it is only available to MTA members. A deficit in dental care was reported in 2023. Given the 5.61% increase to the Quebec dental fee guide for 2024, initial estimates project a potential deficit in 2024. Technical analysis supported a +5% premium adjustment.

The following table reflects the dental care adjustment per pay (including 9% tax):

Individual	Couple	Individual + Children	Family
+\$1.19	+\$2.25	+\$2.08	\$3.13

For more information, please consider logging in to your iA [My Client Space](#), where you can find an overview of your coverage, your claims history, documents and forms, etc.

You can also quickly check your coverage and claims using the iA mobile app. If you need to change or modify your coverage, please contact your employer.

Group insurance information can also be found on the [QPAT website](#).