Long Term Disability Update:
July 1, 2021 Premium Rate for Members of
Unifor Unit 1 (Staff)
Unifor Unit 3 (Parking and Transit Services)
Unifor Unit 4 (Special Constables)

This memo is to update Unifor employee group members on increases to Long Term Disability premiums.

The Union and the University work closely together to review the LTD Plan (the “Plan”) approach that provides income protection balanced with the cost to employees. Increased claims and a deficit in the Plan for Unifor members means that a premium increase is required.

The Long Term Disability (LTD) premium rate for Unifor will increase on July 1, 2021 from 2.496% to 3.327% of base salary (plus 8% sales tax). LTD Plan participants will first notice a change in their LTD premium deductions beginning in the July 16th pay deposit. The chart below illustrates the change in pay deductions for sample salaries:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Step 10 Rate (Hourly)</th>
<th>Annual Rate</th>
<th>LTD Premium (plus tax) per Biweekly Pay (24 deductions per year)</th>
<th>Increase per Bi-weekly Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>$29.81</td>
<td>$54,440.33</td>
<td>$61.15</td>
<td>$20.36</td>
</tr>
<tr>
<td>8</td>
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<td>$69,598.16</td>
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<td>$26.03</td>
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<td>11</td>
<td>$50.12</td>
<td>$91,531.35</td>
<td>$102.81</td>
<td>$34.23</td>
</tr>
</tbody>
</table>

*Calculation is: ((Annual Salary x Premium Rate)/24)*1.08 (PST)

Why is the LTD rate increasing?

Premium rates fluctuate each year based on the Plan experience of Unifor members. The number, duration and cost of claims determine whether the premium rate increases or decreases. In recent years, the incidence of LTD claims for members of Unifor has increased and so has the cost of claims, resulting in an increase in premium rate.

In addition, there is a deficit in the LTD Plan. A deficit results when the premiums paid are not sufficient to cover the cost of LTD claims. Sun Life has agreed that the deficit can be paid over a...
period of 7 years, instead of their normal 3 year deficit payment period, to better manage the increases in premium required. The revised premium rate of 3.327% consists of the renewal rate of 3.149% plus 0.178% for deficit recovery.

The increase in LTD premium rate is not unique to McMaster’s LTD Plan and members of Unifor. Disability insurers are reporting that the incidence of disability has been increasing year-over-year across their client organizations. Disability claims are increasing primarily due to the prevalence of mental health claims in recent years.

Frequently Asked Questions and Answers About LTD

What is LTD?
Long Term Disability (LTD) insurance provides employees with income protection in case they are unable to work for an extended period due to illness or disability. If an employee becomes unable to work and loses their employment income as a result, as long as they meet disability criteria as evaluated by the insurer, they receive LTD benefits. The LTD Plan provides income replacement based on 70% of net income to a maximum monthly benefit of $7,000.

LTD is an employee-paid benefit; therefore, the LTD benefit payments an employee receives when on LTD are not taxed as income. McMaster University is not permitted to contribute any portion of the premium as it would render the benefits taxable, as per the Income Tax Act. Participation in the LTD Plan is mandatory and is a condition of employment for eligible employees. The LTD Plan is provided through Sun Life Financial. The University is the contract holder with Sun Life and Sun Life adjudicates and pays claims and maintains reserve funds to cover expected disability claims.

Is the LTD Plan fully insured?
Effective July 1, 2020, the LTD Plan became fully insured. Prior to July 1, 2020, the LTD Plan was refund accounted which meant that depending on the results of the program each year, a deficit could result if premiums remitted to Sun Life were not sufficient to cover the cost of the program or a surplus could result if premiums remitted to Sun Life exceeded the cost of the program. The financial results for the July 1, 2019 to June 30, 2020 year resulted in a deficit for Unifor. With the University’s move to a fully insured arrangement with Sun Life for the LTD Plan effective July 1, 2020 it means that any future deficits or surpluses that may result in a given year will no longer be the responsibility of the employee groups. However, the existing deficit as at June 30, 2020 needs to be paid.
How are LTD premium rates determined?

The LTD Plan is a yearly renewable contract. The premium collected in a given Plan year should be sufficient to pay all the claims incurred in that year plus Sun Life’s costs to administer the Plan and all applicable taxes. An LTD claimant may receive payments for many years since the benefit may be payable up to age 65. Premiums must fund both current and future claims.

Premium rates are experience-based by employee group. LTD rates are renewed each year and different premium rates are set for participating employee groups based on the volume and duration of claims incurred by members of that group. The claim experience for Unifor has worsened in the past year and Sun Life has advised that an increase in the premium rate is required effective July 1, 2021. This increase in premium rate is to pay for current and future claims and is in addition to the significant deficit that exists due to the underfunding of past claims. Each year, information about LTD utilization is shared with the representatives from Unifor to enable an understanding of the required change in premiums.

How will the deficit be paid?

As noted above, in the final year of the refund accounted approach (i.e., July 1, 2019 to June 30, 2020) a deficit has resulted. The deficit reflects a shortfall of premium that is owed and Sun Life has agreed that the deficit can be repaid over a period of 7 years, instead of their normal 3 year deficit payment period, to better manage the increases in premium required. An additional amount has been added to the premium rate to pay towards the existing deficit for Unifor.

What initiatives does McMaster have in place to help reduce time away from work associated with LTD?

McMaster University strives to promote a work environment that is inclusive, respectful, healthy and safe. The University has a variety of programs designed to support the health, safety and wellbeing of the campus community, including an assortment of Workplace Wellness Programs at McMaster: https://hr.mcmaster.ca/employees/health_safety_well-being/. Employees of McMaster have access to the Employee and Family Assistance Program (EFAP) with Homewood Health.

Programs are also in place to enable staff and faculty to remain productive at work through workplace accommodations. Employee Health Services also works with employees, Unifor representatives and leaders to lessen the duration of absences due to illness or injury. This includes management of medical leaves during the Salary Continuance entitlement period, supportive return to work initiatives, and providing workplace accommodations to assist employees with return to work.
In 2019, the mental health benefits provided through Sun Life increased to $3,000 per person per year for the employee and each of their eligible dependents (from $500 annually) for services received by psychologists, social workers and psychotherapists. Most recently, a new Mental Health Task Force has been launched to make recommendations to support the mental health and wellbeing of staff, faculty and students. Recommendations are expected this summer.

All of these programs and policies are aimed at providing support to employees and reducing the number and duration of employee absences.

The University and Unifor continue to work cooperatively to discuss approaches intended to mitigate claims expenses and costs and address the increase in utilization.

Additional Information

Should you have any questions regarding the LTD Plan, please refer to the Total Rewards webpage or contact your area HR Representative.

Additional information is also available in the LTD FAQs.