



**- IMPORTANT NOTICE -**  
**NEW RATES AND PLAN CHANGES**  
**GROUP INSURANCE AND HEALTH BENEFITS PLAN**

The NEBS Board of Directors have approved new Plan rates effective June 1, 2016.

The rates are normally determined by contract negotiations with the Cooperators. However this year NEBS did a market review and invited a number of insurance underwriters to bid. After considerations, NEBS elected to remain with the Cooperators. The results of the market review were good as despite a significant increase in claims, much of the coverage remains the same as last years' rates. Extended Health and Dental are seeing increases but the rates are still really good in comparison to what other similar plans are paying for premiums. In addition, dental rates have changed based on claim experience and also in bringing the single and family ratios closer to equitable amounts. The rate table below illustrates the new rates effective June 1<sup>st</sup>, 2016. A more detailed table of the rates is being prepared and will be sent out in the next newsletter.

NEBS has been successful in holding preferential rates with CHUBB ( formerly ACE INA) to provide Accidental Death, Disease and Dismemberment (ADD&D) insurance at the same level of coverage as last year.

COVERAGE	MONTHLY PREMIUMS	CHANGE
Group Life Insurance	\$0.0267 / \$1,000 Benefit	0%
Dependent Life Insurance	\$3.52 <i>Flat Rate</i>	0%
Accidental Death, Disease and Dismemberment Insurance	\$0.0250 / \$1,000 Benefit	0%
Long Term Disability Coverage	\$1.282 / \$100 Benefit	0%
*Short Term Disability Coverage (Weekly Indemnity)	\$0.220 / \$100 Benefit	0%
*Medical and Vision Coverage	Single \$62.47 <i>Flat Rate</i> Spouse \$62.47 <i>Flat Rate</i> Family \$144.83 <i>Flat Rate</i>	28% 28% 19%
*Dental Services Coverage	Single \$45.56 <i>Flat Rate</i> Spouse \$45.56 <i>Flat Rate</i> Family \$109.38 <i>Flat Rate</i>	18% 18% 11%
*Elected and Appointed Officials Coverage	\$29.20 <i>Flat Rate</i>	0%

\* Denotes optional plans in which employers may elect to participate.

If you have any questions or concerns, please do not hesitate to call our office at 867-873-4965.

## IMPORTANT NOTICE

Your Health Benefit Plan is designed to provide you and your family with financial protection for a variety of medical expenses, including prescription drugs. NEBS is changing the plan design and building in a cost savings feature of utilizing generic drugs when available. Many other medical insurance plans have moved to a **generic substitution** to reduce the cost of premiums to their members. The NEBS Extended Health Program incurred \$728,000 dollars in Drug claims in 2015 which is 74% of the entire program. By simply moving to a generic substitution, the savings are estimated to be in excess of \$50,000.

### What Are Generic Drugs?

“Generic” is the term used to describe a drug that is equivalent to a brand name drug. Generic drugs have the same active ingredients and are identical to brand name drugs in dose, strength and how they are taken. They are equally safe and effective. Generic Drugs are NOT lower quality than brand name drugs but they are less expensive.

### How Does Mandatory Generic Substitution Work?

Mandatory Generic substitution helps manage plan costs by requiring that generic drugs be prescribed and utilized where available. In rare instances when an individual cannot tolerate a generic substitution, medical evidence can be submitted to support this claim and the brand name drug may be approved.



# Manage your claims on the go

## with the new Benefits Now® app

Forget about scanning receipts and attaching paperwork. With the Benefits Now® app for iPhone and Android™, you can manage your claims on the go. Simply snap a photo of your receipts and upload it along with your claim.

### Spend more time doing what matters most

Freedom and convenience are only the beginning of the Benefits Now® app experience. It's also user-friendly, fast and secure. Open the app and easily navigate through your policy information, personal profile, coverage summary and benefit maximums.

You can track your pending and processed claims, view your drug card and manage your list of registered providers. The app makes it simple to control your settings, contact the Client Service Centre and access more information through the Ask a Question feature.

### Discover how the app can help you

Log on to Benefits Now® for Plan Members to watch a short demo video and learn even more about the app. Have a question? Contact the Group Client Service Centre or use the online Ask a Question feature.

If you're new to Benefits Now®, call 1-800-667-8164 and have your group and certificate numbers on hand. A client service representative can set up your Benefits Now® access during the call.

### Download the Benefits Now® app on



Group Benefits



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## Group Insurance and Health Benefits Information

- Please ensure that all eligible employees are enrolled.
- Please remember to complete the Employee Declaration for Coverage Dependent Students ages 21–25. Failure to do so may result in rejected or delayed claims processing.
- Reminder that life event changes need to be communicated to NEBS as soon as possible to avoid disruption or denial of coverage. For example, a new baby, marriage/ common-law relationship changes.
- Phone app for Benefits Now is now available. Please see page 8.



### **Pension Committee News**

The Pension Committee met in April and, among other things, reviewed the preliminary January 1, 2016 Valuation results from AON Hewitt. As of Jan 1 2016 the Going Concern valuation was in a 12.1 million dollar surplus situation, last year's Going Concern Valuation was 2.5 million therefore this year's analysis shows a 9.6 million dollar improvement.

As a result of the NEBS Act that came into force in both the NWT and Nunavut on October 1, 2015 the Plan Text needed to be revised. At the April Pension Committee Meeting the final draft of the Plan Text was approved (note the Plan Text is available. Please contact Shawn Maley at the NEBS office for an electronic copy. Thank you).

Finally, also related to legislation, a year end report for 2015 NEBS Pension Plan activities is due at the end of June for both the Government of the NWT and the Government of Nunavut.



## 2016 NEBS Annual General Meeting

The NEBS AGM will take place at the Scotia Boardroom in Yellowknife on Thursday, May 26, 2016 commencing at 1:30pm mountain time. Notice of the AGM will be sent out April 25, but please mark the date on your calendars.

The AGM presents Employer Members the opportunity to hear reports on key activities of the Board and Pension Committee and review the audited financial statements. Participation can be in person or by phone dial-in.

Please consider participating on behalf of your employer and employees.

### Pension Plan Information

**Reminder** - Ensure that all eligible employees are enrolled.

## Reminders from the NEBS Finance Department:

- ⇒ Payments for Health and Pension must be made on separate cheques  
Payments received combined will be sent back to the employer.
- ⇒ 2% interest is charged on all overdue invoices and appear on the monthly statements. They are due immediately and subject to additional interest if they remain unpaid.

Please contact us if you have any questions concerning your account.

