

Chambers Plan Renewal **April 1, 2022**

April 1 marks the annual renewal of your Chambers Plan coverage. At renewal, premiums are adjusted for the coming year to reflect changes in individuals' ages, adjustments to provincial Dental Fee Guides, costs associated with medical trends, and any revisions to government health plans. This edition of *Plan News* highlights these changes for you.

The COVID-19 pandemic has unfortunately continued to create significant challenges for the business community, and our efforts to help have not ceased. Continued administrative and claims-related exceptions and flexibilities aside, we're of the mind that one of the ways we can be most impactful is in the decisions related to the Plan's renewal. Given Chambers Plan's not-for-profit structure, any benefit surpluses have, once again, been returned to its bottom line to enhance rate stability. And while renewal rate changes are impacted by the factors outlined below, this year's overall renewal increase was once again lower than the average of the past number of years.

Renewal rates are calculated based on the current demographics and evolving composition of Plan participants of your group. We are pleased to let you know that, as has been the case for a number of years, there will be no across-the-board increases in Life, Disability or Critical Illness base rates this year. However, individuals joining or leaving your firm during the past year can affect the rates charged to all participants in your firm for the coming year.

Your firm's **Employee Benefit and Premium Summary** reflects your rates at April 1, 2022, based on your current coverage, and can be accessed on my-benefits.ca, Chambers Plan's online administration platform, under *My Plan/Tools & Reports*. It also includes the contact details for your Chambers Plan advisor, a valuable source of information and knowledge who can work with you to find the ideal balance of cost coverage and flexibility for your firm's unique needs. Whether you would like to review your current coverage, or address changing budget or coverage needs, your advisor is ready to help.



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One Year Older

On April 1 of each year, the ages for all insureds enrolled in the Plan are adjusted, with each Plan participant becoming one year older. Since the cost of some of the benefits (e.g. Life and Disability) increase as Plan participants age, rates will be adjusted to reflect the current ages of all Plan participants.



We were pleased to formally launch our **Personal Benefits** platform recently, accessible to members through *my-benefits*® for employees. As a complement to our suite of group benefits, Personal Benefits allows members to quickly and easily purchase additional coverage on an individual basis, and currently consists of:

- **Personal Life Insurance**
- **ContinuYou**
- **Johnston Group Retiree Plan for Employees**
- **Travel Benefits**
 - Travel Top-Up
 - Trip Cancellation
 - Coverage for Visitors to Canada



Employee Assistance Program (EAP)

In wanting to provide the very best to our member firms and employees, we've always valued our partnership with Arete® and their tireless commitment to the well-being of others.

For almost a decade, Arete has made significant investments in independent research to assess the value and impact of their EAP program. The [Productivity Outcomes Report](#), a biennial report of data collected and independently analyzed by Workreach Lab, recently concluded that use of the Arete EAP was associated with significant improvements in employee productivity, reduced presenteeism and unplanned absences, and meaningful reductions in employer costs (between \$6,476 - \$15,036 per employee per year).

Chambers Plan Advantage

Chambers Plan applies a pooled and partially-pooled approach to Health and Dental benefits to establish renewal rates, and to better protect firms from rate impacts due to small fluctuations in claims. This allows firms a greater degree of latitude before their individual experience is considered, providing greater rate stability.

Unlike most programs, Chambers Plan is run on a **not-for-profit** basis, and premiums are set to cover the cost of the Plan's benefits and administration. Surpluses in any of the benefits are used to offset deficits in more utilized benefits. This approach ensures all premiums are used for the benefit of **all** Plan participants.

The average increase for participating firms under Chambers Plan will be 3.9% at April 1, demonstrating the Plan's continued commitment to rate stability. In fact, Chambers Plan's average renewal increase has been only 4.0% over the past 5 years. By choosing Chambers Plan, you've chosen a stable and predictable group program that can grow with your organization.

Age-Based Coverage Changes

With all ages recalculated at April 1, some Plan participants' current age will affect their benefits as follows:

Weekly Indemnity and Long Term Disability benefits terminate on a Plan participant's 65th birthday.	Health and Dental benefits can continue until April 1 following a Plan participant's 80th birthday.
Life options under Chambers Plan reduce to 25% or 50% of face value at age 65 and terminate at age 75 . Individuals turning 65 can convert to a personal plan, in whole or in part, the coverage they are losing under the Plan. Letters are sent directly to individuals, notifying them of the opportunity to convert and the time frame for doing so (31 days from April 1).	
Life, Accidental Death & Dismemberment (AD&D), Dependent Life, and EAP benefits , as well as access to Teladoc Medical Experts services, terminate on the Plan's anniversary date following a Plan participant's 75th birthday.	Critical Illness benefits terminate on the Plan's anniversary following a Plan participant's 70th birthday.
Travel coverage duration under any Health option for an insured and any dependent is based on the age of the certificate holder as at April 1. Plan participants should refer to their booklets for details on the maximum trip duration under their Plan to see how an age change may affect their coverage.	



Updating Employee Information

In January, we sent you a reminder to keep your employees' information up to date, ensuring all eligible employees are participating in the Plan and our records reflect current information about them, notably their salaries, which can impact coverage levels. These details can be updated quickly and easily on *my-benefits*.

Plan Enhancements

Chambers Plan's sole purpose is to provide comprehensive employee group benefits to participating Chamber of Commerce and Board of Trade members and their employees.

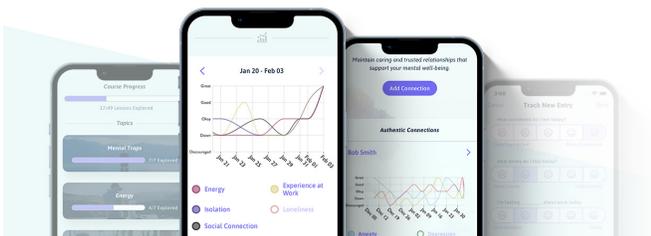
Help your employees feel connected with

Isolation and loneliness are at an all-time high—so is the impact on your employees. Using the Huger app's mental fitness program, Plan members can better:

- Measure how connected they feel
- Track and view trends
- Discover how to build and maintain authentic connections
- Share with their personal wellness team

Chambers Plan members have been able to enjoy Huger Premium features **for free** since April 1, 2021! More good news - If you and your employees have access to Chambers Plan's EAP and need professional support, you will also be able to conveniently access the program from the Huger app.

Download Huger from the App Store or Google Play today and start feeling connected!



Over the last year, the Plan also:

- Enhanced Critical Illness coverage without increasing rates. Enhancements include coverage to age 70 instead of 65, for more conditions, and for multiple events, as well as free coverage for dependent children in options that already include a spousal benefit.
- Allowed coverage for employees joining or leaving your firm to begin or terminate on any day of the month, rather than being restricted to the first of a month.
- Enhanced the Psychologist/Social Workers tier of Extended Health benefits to include coverage for services from Registered Clinical Counsellors (RCC), Canadian Certified Counsellors (CCC) and Psychotherapists.
- Enhanced paramedical services coverage by allowing claims for services provided by relatives.
- Increased several Life/AD&D and Disability Non-Evidence and Overall Maximums, optionally. If you're unsure whether your firm currently holds the highest possible limits, please contact your Chambers Plan advisor.

And finally, Chambers Plan went almost entirely paperless!

Thank you so much for your support with this initiative. It has not only allowed the Plan to be progressively eco-conscious, but has provided us the opportunity to be even more efficient from an administrative standpoint, which means providing you and your employees with more of the great service we love to provide, faster. If we could ask one last favour in this regard, please consider opting out of mailed billing statements if you have not already done so, by adding *eBilling Notifications* to your COMPANY PROFILE on my-benefits.ca.

By selecting Chambers Plan, your firm has chosen a stable employee benefits program dedicated to providing comprehensive coverage and unmatched service. Thank you for choosing to be a member of your local Chamber of Commerce or Board of Trade, and for choosing Chambers of Commerce Group Insurance Plan®.