

Benefit Rates for Group Life for July, 2011

As part of McMaster University's employee benefit plans, the Group Life Insurance plan is offered to help employees better protect the financial security of their families and themselves.

The Group Life plan is offered through the Council of Ontario Universities, with McMaster participating as part of a consortium of universities to secure competitive premium rates. Each year, the group life premiums are reviewed with the group insurance carrier - Sun Life Financial, and premiums are adjusted relative to plan experience.

For the basic life insurance plan design, the University pays 100% of the cost of the basic life insurance premium, and absorbs any increase or decrease in premiums. Effective the first pay deposit in July, 2011, the premium rate paid by the University will decrease from \$0.094 to \$0.077 per \$1,000 of life insurance coverage. There are no changes to employee-paid premiums for employees with optional coverage in this group life plan. This group life plan design applies to all employees hired on or after January 1, 1993, or those hired before January 1, 1993 who opt to participate in this plan.

The grand-parented group life plans apply to employees hired prior to January 1, 1993 and who opted to remain in a grand-parented plan. The premium costs under these plans are shared between the employee and the University. Employees remaining in a grand-parented plan will see a decrease in their group life premium rate as follows: 2-times or 3-times Salary Coverage a decrease in premium from \$0.150 to \$0.124 per \$1,000 of insurance coverage. For 2-times or 3-times Salary Coverage plus Survivor Income Benefit (SIB) a decrease in premium from \$0.500 to \$0.413 per \$1,000 of insurance coverage. Employees are eligible to convert from a grand-parented plan into the current plan design.

If you have any questions please contact the Human Resources Service Centre at extension 22247, or email working@mcmaster.ca.