

Academic – Full-Time Group Benefit Premium Rates

Contract: 050832

Effective February 1, 2025



Mandatory Benefits	Employee %	Employer %	Monthly Premium		Waiting Period
Basic Life Insurance \$25,000	0%	100%	\$4.00		On completion of one month of continuous full-time employment.
AD&D \$25,000	0%	100%	\$0.50		On completion of one month of continuous full-time employment.
Long Term Disability (LTD)* 60% of salary	100%	0%	\$5.07 per \$100 unit		On completion of two months of continuous full-time employment.
Extended Health Care (EHC)	0%	100%	\$173.32	Single	On completion of one month of continuous full-time employment.
			\$396.44	Family	
Vision Care	25%	75%	\$11.36	Single	On completion of one month of continuous full-time employment.
			\$33.38	Family	
Hearing Care	25%	75%	\$0.96	Single	On completion of one month of continuous full-time employment.
			\$2.86	Family	
Dental	0%	100%	\$78.37	Single	On completion of six months of continuous full-time employment.
			\$219.18	Family	

* Insurable earnings under the LTD plan are the “base salary” and “annual base salary” as determined in accordance with Article 35.01 A.

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Optional Benefits	Employee %	Employer %	Monthly Premium	Waiting Period		
Supplementary Life Insurance* 1 – 6 units of \$10,000	50%	50%	\$0.09 per \$1,000 unit	On completion of one month of continuous full-time employment.		
Employee Pay-All Life Insurance 1 – 30 units of \$10,000	100%	0%	\$0.10 per \$1,000 unit	On completion of one month of continuous full-time employment.		
Dependent Life Insurance \$5,000/spouse \$2,000/child	100%	0%	\$0.69	On completion of one month of continuous full-time employment.		
	100%	0%	See rate per \$25,000 unit below	On completion of one month of continuous full-time employment.		
Critical Illness Insurance 1 – 25 units of \$25,000	Male		Female		On completion of one month of continuous full-time employment.	
	Age	Smoker	Non-Smoker	Smoker		Non-Smoker
	< 30	\$2.99	\$2.49	\$2.78		\$2.32
	30-34	\$4.90	\$3.44	\$5.70		\$4.17
	35-39	\$6.36	\$4.30	\$8.28		\$5.23
	40-44	\$11.52	\$6.66	\$14.98		\$7.98
	45-49	\$23.20	\$11.46	\$22.46		\$10.74
	50-54	\$42.13	\$18.25	\$36.10		\$16.52
	55-59	\$67.68	\$27.55	\$42.55		\$20.14
60-64	\$108.41	\$45.43	\$54.97	\$28.77		
65-69	\$189.83	\$87.25	\$87.02	\$49.89		

Note: All premium rates are subject to the appropriate provincial sales tax based on employee's provincial residence.