

2024 Benefits Update for Active Employees

Your benefits coverage from the Public Sector Group Insurance Plan (PSGIP) is an important part of your total compensation package, providing health and dental coverage and financial protection for you and your family throughout your career. The PSGIP Trustees are proud to offer you a comprehensive benefit program.

The Trustees recently completed the annual financial review of your benefits program. The results of this review are summarized below, including the rate changes effective **April 1, 2024**.

2024 Rates

The Trustees review the benefits program every year to ensure that contribution rates are adequate to pay expected claims and expenses in the coming benefit year and so that the plan remains strong and sustainable.

As a result of this review, you will see some changes to the long-term disability, health, dental and travel rates effective **April 1, 2024**. There will be no change to the cost of basic life, dependent life, optional life, optional critical illness and basic and optional accident coverage.

The need to increase the health and dental rates is the result of increased claims under the benefit program which is driven by a combination of higher utilization (e.g. more members claiming services) and a general increase in price inflation. Despite the rise in health and dental rates, the Trustees are pleased to inform members there is a decrease to the current long-term disability rate.

Outlined below is a summary of the renewal rate adjustments effective **April 1, 2024**:

Plan	Rate Change	Plan	Rate Change
Basic Life	No change in rates	Long-term Disability	10% decrease in rates
Dependent Life	No change in rates	Health Plan	12% increase in rates
Basic and Optional Accidental Death & Dismemberment	No change in rates	Dental: Basic Dental: Basic/Major/Ortho	12% increase in rates 9% increase in rates
Optional Life & Optional Critical Illness	No change in rates	Travel Plan	14% increase in single 17% increase in family

Here is an overview of the rate changes effective **April 1, 2024**:

		Your cost per month		
		Current	New	Difference
Health coverage	Single	\$57.45	\$64.34	+\$6.89
	Family	\$133.85	\$149.92	+\$16.07
Dental coverage Basic Services	Single	\$15.76	\$17.69	+\$1.93
	Family	\$39.70	\$44.55	+\$4.85
Dental coverage Basic, Major, Ortho Services	Single	\$19.90	\$21.77	+\$1.87
	Family	\$48.59	\$53.15	+\$4.56
Travel	Single	\$1.79	\$2.04	+\$0.25
	Family	\$3.44	\$4.02	+\$0.58
Long-term disability (% of earnings)		1.94%	1.74%	-0.20%

Total Wellness Support

It's important that you and your loved ones do your best to look after your physical, mental, and financial wellbeing. Below is a summary of some of the benefits, tools, and resources available to help:

Coverage for Mental Wellness

Your PSGIP benefits plan provides coverage for clinical psychologists, social workers and registered counselling therapists. A summary of coverage amounts and details can be found in the Benefits-at-a-glance document on the PSGIP website (mybenefitplan.ca).

Employee Assistance Program

The Employee Assistance Program (EAP) offers you and your dependents access to free, immediate, and confidential support services for a variety of work and life issues.

Telephone: (902) 368-5738

Toll Free: 1-800-239-3826

E-mail: eap@gov.pe.ca

Website: <https://psc.gpei.ca/employee-assistance-program>

Additional Canada Life Resources:

Canada Life has a wealth of information and tools ready to help manage your overall wellbeing. If you would like to learn about the resources available, the first step is to login to My Canada Life at Work at www.mycanadalifeatwork.com. If you are not registered, you will need to follow the steps outlined to register an account before gaining access to the information. Once you are logged in, the information can be accessed by clicking on Resources located on the left hand side of the page.

A Personal Health Risk Assessment is an easy first step to take stock of your current health and set a course to improve it. Click under Resources and select Wellness which will bring you to the Health Connected site.

The "Workplace Strategies for Mental Health" website (<https://www.workplacestrategiesformentalhealth.com/>) provides access to a variety of great mental health tools and resources to support mental wellness, including:

- Resources for **coping and building resilience**;
- **Apps and exercises** for stress reduction, deep relaxation, and meditation;
- **Healthy break activities**; and
- **Stress strategies**.

Stressed about your finances?

Canada Life offers **financial education, resources, and strategies** for members through Credit Counselling Society of Atlantic Canada (<https://www.solveyourdebts.com/>).

You can also access the "SmartPathNow" website (: <https://www.smartpathnow.com/>) for **financial wellness resources, calculators, and tools** to help you set goals and create good habits to manage your money.

Need more information?

For more information about your benefits, visit the PSGIP website at mybenefitplan.ca or consult your *Benefits Summary*.

You can also contact Johnson Inc. for enrolment and administration information at **902-628-3537** (or toll-free at **1-800-371-9516**) and Canada Life for questions about benefit coverage and claims at **1-800-957-9777**.