

Fact Sheet

2024-25 Post-Retirement Benefits Premium Renewal Effective April 1, 2024 for OPSEU Pension Trust Plan Retirees

Group Insurance Benefits – Premium Rates Changes

The current benefit premium rates for all group insurance plans have remained unchanged since 2020. For the period of April 1, 2024, through March 31, 2025, certain premium rates will increase.

A review of the 2022-23 plan year results included consideration of claims utilization exceeding pre-pandemic levels.

Premium Cost-Sharing Arrangements

If you are an OPSEU Pension Trust (OPTrust) retiree or survivor and currently enrolled in a Post-Retirement Benefits (PRB) plan, you may be subject to cost-sharing terms associated with your elected plan.

PRB Plan	Cost-Sharing Terms
Legacy Plan (169494)	50:50 premium cost-sharing: If you are enrolled in this plan, you pay 50 percent of the applicable premium rate adjustment.
Retiree Focused Plan (169974)	The 100 percent Government-paid plan: If you are enrolled in this plan, you will not be affected by any premium rate adjustments. OR The 100 percent retiree-paid plan: If you are in enrolled in this plan, you will be subject to any applicable premium rate adjustments.

Please find information below relating to the premium rates that apply to you for PRB group insurance benefits.

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2024-2025 Group Insurance Premium Rates

The following rate tables outline the monthly premiums for the Legacy and Retiree Focused plans, as applicable.

Legacy Plan – 50:50 Cost Sharing – Rates for 2024-2025 including 8% Retail Sales Tax (RST) will apply as follows:

Legacy Plan	Monthly Cost of Plan up to March 31, 2024	Monthly Cost of Plan Effective April 1, 2024	You Pay (monthly) – up to March 31, 2024	You Pay (monthly) – Effective April 1, 2024	Difference You Pay (monthly) effective April 1, 2024
Single	\$161.02	\$177.43	\$80.51	\$88.72	\$8.21
Family	\$298.40	\$328.65	\$149.20	\$164.33	\$15.13

Retiree Focused Plan – Members paying 100% premiums: Rates for 2024-2025 including RST will apply as follows:

Retiree-Focused Plan	You Pay (monthly) – up to March 31, 2024	You Pay (monthly) – Effective April 1, 2024	Difference You Pay (monthly) effective April 1, 2024
Single	\$80.51	\$88.72	\$8.21
Family	\$149.20	\$164.33	\$15.13

Optional Upgrade Plan A (OUP) – Premium Rate Changes

Retirees enrolled in the Post-Retirement Benefits (PRB) Legacy plan have the option to enrol in the OUP Plan A. This plan consists of Emergency Out of Country Coverage (OOC), Global Medical Assistance (GMA) and Catastrophic Drug Coverage (CDC). The OUP provides an optional supplement to the PRB Legacy plan that you are enrolled in.

A review of the 2022-23 plan year results included consideration of claims' utilization exceeding premiums for the CDC component of the OUP Plan A. For this reason, the premium rate for this plan will increase effective April 1, 2024.

Centre for Public Sector Labour Relations and Compensation

Total Rewards and Classification Division Treasury Board Secretariat
March 2024

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These changes will impact those who have chosen to supplement their PRB Legacy plan with the Optional Upgrade Plan (OUP) Plan A.

OUP Plan A: Legacy Plan Members (Emergency Out-of-Country coverage, Global Medical Assistance and Catastrophic Drug Coverage) – Rates for 2024-2025 including 8% RST will apply as follows:

OUP Plan A	You Pay (monthly) – up to March 31, 2024	You Pay (monthly) – Effective April 1, 2024	Difference You Pay (monthly) effective April 1, 2024
Single	\$26.78	\$27.67	\$0.89
Family	\$43.86	\$45.75	\$1.89

Similarly, retirees enrolled in the Retiree Focused Plan have the option to enrol in the OUP Plan B that consist of OOC and GMA.

OUP Plan B: Retiree Focused Plan (Emergency Out-of-Country coverage and Global Medical Assist) – Rates for 2024-2025 including 8% RST will continue to apply as follows:

OUP Plan B	You Pay (monthly) – up to March 31, 2024	You Pay (monthly) – Effective April 1, 2024	Difference You Pay (monthly) effective April 1, 2024
Single	\$23.84	\$23.84	No change
Family	\$37.56	\$37.56	No change

If you are currently enrolled in your applicable OUP plan, you pay 100 percent of the premium cost.

The OUP continues to provide flexibility and choice at costs well below similar plans offered in the market. The Government will continue to ensure measures are in place to preserve cost-effectiveness of these plans into the future.

Note: You may elect to enrol in the OUP coverage at any time following retirement. If you wish to terminate OUP coverage, you must provide OPTrust with one month's advance notice in writing. You may do so by messaging OPTrust via your Online Services account or by sending a signed letter via Canada Post, fax or email. A decision to terminate OUP coverage is irrevocable. You will not be able to re-enrol in the OUP at any future time.

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Background

Treasury Board Secretariat (TBS) has oversight of the Ontario Public Service (OPS) group insurance PRB program and is responsible for conducting the annual premium rate review.

Monthly premium rates for retirees covered under the PRB program are determined based on several factors, including an in-depth review of actual claims' experience, trends in benefit plan usage, the benefit plans' financial status and benefit plan design. This is supported by an independent actuarial review which is conducted annually to aid in setting rates each fiscal year.

RESOURCES

For inquiries about benefits claims please contact the insurance carrier:

Canada Life

Phone: 1-800-874-5899

Website: www.canadalife.com

For questions about enrolment please contact the pension administrator:

OPTrust – Member Experience

Phone: 416-681-6100 or 1-800-637-0024 (Toll Free)

Fax: 416-681-6175

Website: www.OPTrust.com

Email: email@optrust.com