

July 12, 2012

## REMINDER OF CHANGES

### WAIVER OF PREMIUM FOR EMPLOYEES ON LTD

Effective April 1, 2012, HBT started invoicing employers for Group Life and AD&D for all LTD claimants. This change would be reflected from your April 2012 invoice and onward. This is not a new charge to employers. Prior to this change, the cost associated with these benefits was included in the rates paid by all employers within the pool. This change was first announced in the December 2010 [Rates Advisory](#) notice to clients as part of HBT's new rate setting process and prevents employers with good LTD experience from paying for the cost of employers with poor claims experience. HBT recommends employers contact their LTD claimants to advise them of this change as employer-paid Group Life is a taxable benefit to the employee and requires T4 reporting. For further information, refer to Canada Revenue Agency's publication, "[Employers' Guide - Taxable Benefits and Allowances](#)".

### CHANGE IN MSP ADMINISTRATION PROCESS

Employees covered under a provincial collective agreement that are in receipt of LTD benefits are entitled to enroll in other benefits while on disability, including MSP benefits which are 50% employer paid, 50% employee paid. HBT will no longer collect contributions for this benefit and employers will no longer be required to invoice HBT for 50% of the MSP premium for these disabled members. Instead, effective January 1, 2013, employers will continue to remit their portion of premiums to MSP for all employees and will be required to issue the T4 for the payment.

### QUESTIONS?

If you have questions or concerns about this change, please contact:

#### HEALTHCARE BENEFIT TRUST

Wendy Fullerton  
Client Consultant, Benefits Administration  
[wendy.fullerton@hbt.ca](mailto:wendy.fullerton@hbt.ca)  
Phone: 604.678.8316 | Toll free: 1.888.736.2087

If you have questions about the LTD claimants listed on your invoice, please contact:

#### GREAT -WEST LIFE

- Vancouver DMSO: Phone: 604.646.1200 | Toll free: 1.888.292.4111 | Fax: 604.684.2399
- Langley DMSO: Phone: 604.455.2700 | Toll free: 1.877.262.0749 | Fax: 604.455.2701