

Benefits Update

The Staff Benefits Advisory Committee (SBAC) has completed its annual review of the Benefit Plans. We are pleased to report that the financial status of the plans remains very positive.

Health and Dental Plans

The contributions for 2011 for both the Health and Dental Plans were sufficient to cover the claims experience for the year. Therefore, **no increases** are required for this year, even though the plan is subject to inflationary trends in health and dental care and to the future claims' experience.

The contribution rates for employees and retirees, effective January 1, 2012, will remain as follows:

	Health	Dental
	As of January 1, 2012	As of January 1, 2012
Single	\$36.73	\$21.92
Family	\$72.37	\$49.00

Plus sales tax of 9% for residents of Québec

As always, the University will match these contribution rates.

Direct Deposit of your claims' reimbursements

The processing of cheques and paper claims statements contributes to the administrative fees charged by Manulife. One way to reduce the administrative fees associated with the plans is by increasing the usage of the on-line services available through Manulife.

Sign up for direct deposit, a fast and efficient method of having your health and dental claims automatically paid to your bank account; receive an email alert when your claims have been reviewed; and, check the status of recently submitted claims.

If you have not already taken advantage of these on-line services, you are encouraged to do so by following the easy instructions available through Manulife's secure web-site at www.manulife.ca/groupbenefits. You will need to register on this site to activate your personal internet account. Once you have completed the initial registration, Manulife will send a letter to your home address within three to five business days with your personal site activation key; this will give you access to the whole Secure Site.

If you do not have access to the internet, you can activate the direct deposit option by adding a note to your next health or dental claim requesting this service; the note should include your policy number (85210), your certificate number (McGill ID), and a void cheque.

Long Term Disability Plan

The revised rate of \$0.967 per \$100 of monthly earnings is reduced from \$0.987 per \$100 of monthly earnings, effective January 1, 2012.

Life Insurance Plan

The revised rates for the optional coverage are reduced by 10% for each age category, effective January 1, 2012. These rates are available at <http://www.mcgill.ca/hr/employee/pensions-benefits/benefit-plans/rates>

Pension Plan Settlement Options

We are pleased to announce that the Pension Administration Committee has negotiated a preferential arrangement with Sun Life. This program will offer retiring and settling members of all pension plans offered at McGill University preferred (non-commissioned) annuity rates as well as low investment management fees through the McGill University Life Income Fund (LIF) and the

McGill University Registered Retirement Income Fund (RRIF). The LIF and RRIF options will be available in mid-December and the annuity option will be available as of January 1, 2012. If you are approaching retirement or are settling your pension plan holdings and want to learn more about what this offer means to you, all you need to do is call one of Sun Life's licensed, non-commissioned, bilingual Financial Services Consultants at 1-855-864-5989 (from 8 a.m. to 8 p.m. ET). You are cautioned to carefully consider the merits of all offers before making any decisions. You should consider discussing your financial future with a qualified professional advisor.

Flu Shots

Further to the notice sent in October, this is a reminder that the annual flu campaign is underway. You and your eligible dependents covered under your McGill Health and/or Dental Plan will be able to receive the flu vaccination free of charge at the Médisys downtown clinic.

The clinic hours are 7:30 a.m. to 4:00 p.m., call Médisys at 514-499-2772 to schedule an appointment and mention account #17697.

Any questions concerning the above should be addressed to Human Resources, Service Centre at 514-398-4747.

Lynne B. Gervais, CRHP, ICD.D
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