

March 16, 2012

## HSPBA Employee LTD Contributions

At April 1, 2012, long-term disability (LTD) rates are changing. For employees covered by a provincial collective agreement, a provincial base rate was established.

These provincial LTD base rates are adjusted to get a rate for each employer. The two main reasons for these adjustments are:

- Claims experience at the employer level, and
- Deficit recovery surcharges for non-health authority employers.

Employees covered by the Health Science Professionals Provincial Agreement are required to pay for 30% of the LTD premium.

HEABC and the HSPBA have agreed on an interim basis that the 30% premium will be based on the provincial base rates, leaving the effect of employer experience and deficits and surpluses with the individual employers. HEABC and the HSPBA will advise when a final agreement is reached.

This means that employees covered by the Health Science Professionals Provincial Agreement should be charged 30% of the provincial base rate, 2.31%. The resulting rate payable by the employees would be 0.69% of covered earnings.


If you have any question, please contact Jeremy Bell at 604.678.6429.

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