



HUMAN RESOURCES

To: All Employees enrolled in the University Group Benefits Program
Subject: Group Benefits Premium Rates
Date: May 1, 2024

The University of Guelph and Sun Life have finalized the Group Benefits premium rates for the policy year starting May 1, 2024.

Extended Health Care (EHC) and Dental

The EHC premiums for regular full-time and temporary full-time employees are 100% funded by the University. The Dental plan, 80% funded for by the University and 20% by employees. Part-time employees contribute a percentage of the EHC/Dental premiums depending on the full-time equivalency of their University appointment(s). Effective May 1, 2024, the total University and employee EHC and Dental monthly premiums (inclusive of RST) will be increasing to:

	Family Coverage	Single Coverage
EHC Premiums	\$429.31	\$177.25
Dental Premiums	\$221.57	\$64.32

Long Term Disability (LTD)

LTD premiums are 2/3 funded by the University and 1/3 by employees; Effective May 1, 2024 the total of the University and employee monthly premium rates for regular full-time employees will increase to **\$5.02 per \$100** of benefit and for temporary full-time and part-time employees will be **\$2.69 per \$100** of benefit. The increase is attributable to recent poor claims experience.

Life Insurance

Life insurance premiums are 2/3 funded by the University and 1/3 by employees. The total University and employee monthly premium rate for regular full-time staff will be maintained at **\$0.17 per \$1000** of benefit.

Please refer to your bi-weekly electronic pay notice available on the [Employee Self-Service Portal](#) to confirm the amount of your premium deductions.

If you have any questions, please contact our office at hr@uoguelph.ca.