

October, 2011

Attention Congregational Treasurers

Re: 2012 Rates for pension and benefits

The Board of Managers has approved the pension contribution and group benefit premium rates that are required from employers in 2012 to fund the Worker Benefit Plans.

Pension Plan Contributions

The contribution rate for the pension will be reduced from 16.6% of compensation to 14% effective October 1, 2011.

Because employers would have already received their October billing statement with the current 16.6% contribution rate, the November billing will only calculate 11.4% to compensate. Commencing in December 2011 and throughout 2012 the employer pension contribution rate will be 14% of compensation.

Rate Implementation Example (based on compensation of \$60,000 per annum):

<i>October billing (LCCPP premium 16.6%)</i>	<i>\$830.00</i>
<i>November billing (LCCPP premium 11.4%)</i>	<i>\$570.00</i>
<i>December billing (LCCPP premium 14%)</i>	<i>\$700.00</i>

Group Benefit Plan (Life Insurance, LTD, Dependent Life, Health, Dental, EAP)

Renewal Summary

<i>Basic Life and Dependent Life</i>	<i>No change in rates</i>
<i>Long Term Disability</i>	<i>10% Reduction in rates</i>
<i>Health Care</i>	<i>0.5% Increase in rates</i>
<i>Dental Care</i>	<i>4.8% Increase in rates</i>
<i>Out of Country</i>	<i>12.5% Increase in rates</i>
<i>Emergency Travel Assistance</i>	<i>No change in rates</i>
<i>Employee Assistance Program</i>	<i>No change in rates</i>

The 10% reduction in Long Term Disability premium rates for 2012 is a direct benefit to employees because they are required to pay the LTD premium.

The 2012 Contribution rate table has been included in this mailing. Please do not hesitate to contact our office should you have any questions.

For both the Board of Managers and the staff in our Winnipeg office, our constant focus is "Serving those who serve."

Dwayne Cleave, Executive Director
LCC Worker Benefit Plans

LCC WORKER BENEFIT PLANS

2012 CONTRIBUTION RATES

Notes for 2012 budgeting purposes:

For Health and Dental premium budgeting purposes, employers should use Option 2 as most employees are provided with sufficient credits to purchase that option.

For Basic Life Insurance, employees who were hired before January 1, 2008 have sufficient credits to purchase life insurance of 5X earnings. If your employee falls into that category budget for 5X. If an employee was hired after January 1, 2008 they have sufficient credits to purchase 3X life insurance. In that case, budget for 3X.

Employer's cost and worker's benefit coverage for Pension, Basic Life Insurance, Dependent Life Insurance and Long Term Disability coverage is based on Annual Total Compensation. Total Annual Compensation includes: Cash Salary plus Utility Allowance plus Housing Allowance. Where a residence is provided by the employer, the housing allowance is considered to be 30% of the cash salary paid to the employee.

2012 Contribution Rates

	Worker Only	Worker with 1 dependent	Worker with 2 or more dependents	2011 Worker with 2 or more dependents	Year over year % change
BASIC LIFE					
1 x	.34%	.34%	.34%	.34%	0%
2 x	.68%	.68%	.68%	.68%	0%
3 x	1.01%	1.01%	1.01%	1.01%	0%
4 x	1.35%	1.35%	1.35%	1.35%	0%
5 x	1.69%	1.69%	1.69%	1.69%	0%
DEPENDENT LIFE	n/a	.078%	.078%	.078%	0%
OUT OF COUNTRY	\$1.61/mth	\$3.38/mth	\$3.38/mth	\$3.00/mth	12.5%
EAP	\$8.19/mth	\$8.19/mth	\$8.19/mth	\$8.19/mth	0%
EXTENDED HEALTH					
Plan Option 1	\$51.20/mth	\$102.34/mth	\$126.42/mth	\$125.79/mth	.5%
Plan Option 2	\$69.51/mth	\$138.98/mth	\$171.56/mth	\$170.71/mth	.5%
Plan Option 3	\$85.60/mth	\$171.10/mth	\$211.30/mth	\$210.25/mth	.5%
DENTAL PLAN					
Plan Option 1	\$34.93/mth	\$69.77/mth	\$93.94/mth	\$89.64/mth	4.8%
Plan Option 2	\$52.39/mth	\$104.78/mth	\$140.89/mth	\$134.44/mth	4.8%
Plan Option 3	\$72.65/mth	\$145.29/mth	\$195.37/mth	\$186.42/mth	4.8%
PENSION PLAN	14.0%	14.0%	14.0%	16.6%	(15.6%)
POST RETIREMENT	1.80%	1.80%	1.80%	1.80%	0%
ADMINISTRATION	\$75.00/mth	\$75.00/mth	\$75.00/mth	\$75.00/mth	0%