

Employee Benefit Plans

Premium Rate Changes

Employee Benefit Plan Premium Rates

Some employees will see changes to the premiums deducted from their July 8, 2025 pay advice for some of the employee benefit plans. These changes arise from the 2024 financial review of the plans. Generally, an increase in the premium rate is necessary when the past experience of the plan shows that the amount of premiums is not sufficient to cover claims and expenses. Premium decreases occur when the experience of the plan shows that historically premiums exceed the claims and expenses. Different premium rates apply to each of the employee groups. The claims and expenses that employees (and their dependents) incur are charged only to their own group's benefit plans and the premium rates charged directly reflect that experience. The new premium rates will come into effect **June 15, 2025** and are summarized below.

Major Medical Plan Premiums

ATU (Main & DATS)	Current Rates		New Rates	
	Single	Dependent	Single	Dependent
Employee Bi-weekly Premium	\$12.96	\$25.91	\$14.00	\$27.98
Employer Bi-weekly Premium	\$39.06	\$77.73	\$42.18	\$83.95
CUPE/IBEW	Current Rates		New Rates	
	Single	Dependent	Single	Dependent
Employee Bi-weekly Premium	\$12.38	\$24.73	\$15.46	\$30.89
Employer Bi-weekly Premium	\$28.88	\$57.68	\$36.07	\$72.04

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CSU52/OOS	Current Rates		New Rates	
	Single	Dependent	Single	Dependent
Employee Bi-weekly Premium	\$20.83	\$41.60	\$20.83	\$41.60
Employer Bi-weekly Premium	\$48.58	\$97.01	\$48.58	\$97.01
EFFU	Current Rates		New Rates	
	Single	Dependent	Single	Dependent
Employee Bi-weekly Premium	\$18.01	\$36.17	\$18.01	\$36.17
Employer Bi-weekly Premium	\$42.23	\$84.41	\$42.23	\$84.41
EPA/SOA	Current Rates		New Rates	
	Single	Dependent	Single	Dependent
Employee Bi-weekly Premium	\$21.66	\$43.30	\$24.91	\$49.80
Employer Bi-weekly Premium	\$50.56	\$101.05	\$58.14	\$116.21
MGMT	Current Rates		New Rates	
	Single	Dependent	Single	Dependent
Employee Bi-weekly Premium	\$20.18	\$40.34	\$24.22	\$48.41
Employer Bi-weekly Premium	\$47.11	\$94.13	\$56.53	\$112.96

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Edmonton

Dental Plan Premiums

ATU (Main & DATS)	Current Rates		New Rates	
	Single	Dependent	Single	Dependent
Employee Bi-weekly Premium	\$14.72	\$36.58	\$11.78	\$29.26
Employer Bi-weekly Premium	\$34.32	\$85.34	\$27.46	\$68.27
CUPE/IBEW	Current Rates		New Rates	
	Single	Dependent	Single	Dependent
Employee Bi-weekly Premium	\$13.33	\$33.35	\$15.33	\$38.35
Employer Bi-weekly Premium	\$24.78	\$61.91	\$28.50	\$71.20
CSU52/OOS	Current Rates		New Rates	
	Single	Dependent	Single	Dependent
Employee Bi-weekly Premium	\$15.18	\$37.92	\$15.18	\$37.92
Employer Bi-weekly Premium	\$28.18	\$70.40	\$28.18	\$70.40
EFFU	Current Rates		New Rates	
	Single	Dependent	Single	Dependent
Employee Bi-weekly Premium	\$11.21	\$28.01	\$13.45	\$33.61
Employer Bi-Weekly Premium	\$20.82	\$52.04	\$24.98	\$62.45

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EPA/SOA	Current Rates		New Rates	
	Single	Dependent	Single	Dependent
Employee Bi-weekly Premium	\$9.66	\$24.35	\$11.11	\$28.00
Employer Bi-weekly Premium	\$22.56	\$56.81	\$25.94	\$65.33
MGMT	Current Rates		New Rates	
	Single	Dependent	Single	Dependent
Employee Bi-weekly Premium	\$14.01	\$35.03	\$14.71	\$36.78
Employer Bi-weekly Premium	\$26.05	\$65.06	\$27.35	\$68.31

Group Life and Dependent Life Insurance - Premiums

Group Life

ATU (MAIN & DATS)	Current Rates		New Rates	
	Employee (50%)	Employer (50%)	Employee (50%)	Employer (50%)
	0.050	0.050	0.043	0.043

CUPE/ IBEW	Current Rates		New Rates	
	Employee (50%)	Employer (50%)	Employee (50%)	Employer (50%)
	0.060	0.060	0.039	0.039

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CSU/OOS	Current Rates		New Rates	
	Employee (50%)	Employer (50%)	Employee (50%)	Employer (50%)
	0.014	0.014	0.018	0.018

EFFU	Current Rates		New Rates	
	Employee (50%)	Employer (50%)	Employee (50%)	Employer (50%)
	0.006	0.006	0.012	0.012

EPA/SOA	Current Rates		New Rates	
	Employee (50%)	Employer (50%)	Employee (50%)	Employer (50%)
	0.006	0.006	0.012	0.012

MGMT	Current Rates		New Rates	
	Employee (50%)	Employer (50%)	Employee (50%)	Employer (50%)
	0.001	0.001	0.0025	0.0025

Dependent Life

ATU (MAIN & DATS)	Current Rates		New Rates	
	Employee		Employee	
	\$1.500		\$1.290	

CUPE	Current Rates		New Rates	
	Employee		Employee	
	\$0.200		\$0.130	

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IBEW	Current Rates	New Rates
	Employee	Employee
	\$1.500	\$1.500

CSU/OOS	Current Rates	New Rates
	Employee	Employee
	\$1.100	\$1.414

EFFU	Current Rates	New Rates
	Employee	Employee
	\$0.100	\$0.200

EPS/SOA	Current Rates	New Rates
	Employee	Employee
	\$0.500	\$1.000

MGMT	Current Rates	New Rates
	Employee	Employee
	\$0.600	\$1.500