



C U P E 947 SUMMER BENEFITS

TO DETERMINE THE COST OF SUMMER PREMIUMS FOR 10, 10 ½ & 11 MONTH EMPLOYEES,
PLEASE READ THIS INFORMATION AND COMPLETE THE CALCULATION SECTION TO
DETERMINE YOUR SUMMER PREMIUM DEDUCTION.

Premiums for Extended Health and Dental are prepaid for the summer months through monthly deductions during the school year.

12 Month Employees

12 month employees are not required to pre-pay summer premiums. Benefit premiums will be deducted from the last pay of each month.

10, 10 ½, & 11 Month Employees

Employees who work less than 12 months of the year are responsible for 100% of the Extended Health benefit premiums, and 75 % of the Dental Premiums for the summer months (July and August). Please refer to the Benefit Cost Sheet for monthly premiums. Employees who start coverage after September will have benefit calculations divided over the remainder of that school year. Please see calculation for employees starting benefit coverage during the school year.

Summer premiums are calculated and deducted from the 1st pay of every month during the school term (September to June).

Examples:

10 Month Employees must pay for 2 months of summer premiums:

Single Coverage:

Extended Health	\$105.59	
Dental Single	$(\$72.96 \times 0.75)$	
	\$160.31	
	<u> </u>	x 2 months
	\$320.62/ 10 months (Sep – Jun)	
	= \$32.06 per month	

Family Coverage:

Extended Health	\$242.85	
Dental Family	$(\$209.89 \times 0.75)$	
	\$400.27	
	<u> </u>	x 2 months
	\$800.54 / 10 months (Sep – Jun)	
	= \$80.05 per month	

10 ½ & 11 Month Employees must pay for 1 month of summer premiums:

Single Coverage:

Extended Health	\$105.59	
Dental Single	$(\$72.96 \times 0.75)$	
	\$160.31	
	<u> </u>	x 1 month
	\$160.31/ 10 months (Sep – Jun)	
	= \$16.03 per month	

Family Coverage:

Extended Health	\$242.85	
Dental Family	$(\$209.89 \times 0.75)$	
	\$400.27	
	<u> </u>	x 1 month
	\$400.27/ 10 months (Sep – Jun)	
	= \$40.03 per month	

Calculations for employees starting benefit coverage during the school year:

Employees, who start benefit coverage during the school year, will have summer premiums deducted over the remaining months until June.

Example:

10 Month Employees starting summer premium deductions in **March**:

$$\begin{array}{r} \text{Extended Health Family} \quad \$242.85 \\ \text{Dental Family} \quad (\$209.89 \times 0.75) \\ \hline \$400.27 \\ \quad \times 2 \text{ months (July and Aug)} \\ \hline \$800.54 / \mathbf{4 \text{ months (Mar - Jun)}} \\ = \mathbf{\$200.14 \text{ per month}} \end{array}$$

Summer premium deductions are recalculated each September to determine the cost for the following summer premiums.

To determine the cost of summer premiums, complete the following calculation entering the costs for the benefits that you will be enrolled on, using the **Monthly Premium** column as listed on the *CUPE 947 BENEFITS COSTS* sheet.

$$\begin{array}{r} \text{Extended Health (EHC)} \quad \underline{\hspace{2cm}} \\ \\ \text{Dental} \quad \underline{\hspace{2cm}} \times 0.75 \text{ (75\% employee paid, 25\% district paid)} \\ \\ \text{Total Monthly Premiums: } \underline{\hspace{2cm}} \text{ [add the above EHC and (Dental Premiums x 0.75)]} \\ \\ \text{Total Monthly Premiums x } \underline{\hspace{1cm}} \text{ mo(s) (10 mo employees = 2 mos} \\ \hspace{10em} \text{10 1/2 \& 11 mo employees = 1 mo)} \\ = \underline{\hspace{2cm}} \text{ total Summer Premiums} \\ \\ \hspace{10em} / \underline{\hspace{1cm}} \text{ Divided by number of months until June} \\ \\ = \underline{\hspace{2cm}} \mathbf{\text{Monthly deduction until June}} \end{array}$$

Please remember the calculation will depend on when your forms are received in the Payroll & Benefits Office and the Payroll deadlines.

Adjustments to Summer Premiums

Adjustments will be made throughout the school year to offset change in status, missed deductions or cancellation of coverage, premium increases (May, June). Premiums are reconciled every June to ensure that employees were deducted sufficient deductions to cover the July and August premiums. Employees who have not made sufficient deductions will be deducted the outstanding amount in June. Employees who overpaid summer premiums will be reimbursed in June. If premium increases occur after the June reconciliation, adjustments may be made in September.