

# CUPE 947 BENEFIT COSTS

## Comparison of premium changes

Extended Health Premiums						
Benefit type	Old Rate (July 2025 to June 2026)			New Rate (July 2026 to June 2027)		
	2025/2026 Rate	Employee Share (0%)	Employer share (100%)	2026/2027 Rate	Employee Share (0%)	Employer share (100%)
Single	\$138.35	\$0.00	\$138.35	\$162.37	\$0.00	\$162.37
Couple	\$249.04	\$0.00	\$249.04	\$292.27	\$0.00	\$292.27
Family	\$318.21	\$0.00	\$318.21	\$373.45	\$0.00	\$373.45

Extended health Premiums - July and Aug (10,10.5,11 month employees)						
Benefit type	Old Rate (July 2025 to June 2026)			New Rate (July 2026 to June 2027)		
	2025/2026 Rate	Employee Share (100%)	Employer share (0%)	2026/2027 Rate	Employee Share (100%)	Employer share (0%)
Single	\$138.35	\$138.35	0	\$162.37	\$162.37	0
Couple	\$249.04	\$249.04	0	\$292.27	\$292.27	0
Family	\$318.21	\$318.21	0	\$373.45	\$373.45	0

Dental Premiums						
Benefit type	Old Rate (July 2025 to June 2026)			New Rate (July 2026 to June 2027)		
	2025/2026 Rate	Employee Share (25%)	Employer share (75%)	2026/2027 Rate	Employee Share (25%)	Employer share (75%)
Single	\$81.66	\$20.42	\$61.25	\$81.66	\$20.42	\$61.25
Couple	\$161.01	\$40.25	\$120.76	\$161.01	\$40.25	\$120.76
Family	\$234.91	\$58.73	\$176.18	\$234.91	\$58.73	\$176.18

Dental Premiums - July and Aug (10,10.5,11 month employees)						
Benefit type	Old Rate (July 2025 to June 2026)			New Rate (July 2026 to June 2027)		
	2025/2026 Rate	Employee Share (75%)	Employer share (25%)	2026/2027 Rate	Employee Share (75%)	Employer share (25%)
Single	\$81.66	\$61.25	\$20.42	\$81.66	\$61.25	\$20.42
Couple	\$161.01	\$120.76	\$40.25	\$161.01	\$120.76	\$40.25
Family	\$234.91	\$176.18	\$58.73	\$234.91	\$176.18	\$58.73

\*on a PLOA, or Educ Leave, or Parenthood Leave, or LTD > 2 years, or UnPaid Medical Lv > 6 months: Benefit Premiums are 100% employee paid

<b>Employer Paid Group Life and AD&amp;D Benefits</b>	
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Pacific Blue Cross Compulsory	<b>Rate</b>
<i>Basic Life</i>	<i>\$0.128 per \$1,000</i>
<i>Basic AD&amp;D</i>	<i>\$0.0070 per \$1,000</i>

<b>Employee Paid Optional Group Life and AD&amp;D Benefits</b>	
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Pacific Blue Cross Optional	<b>Rate</b>
	see brochure
Optional Life	for rates
Optional AD&D	see brochure for rates

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