

December 6, 2021

Dear Retiree:

**Subject: Annual updates on Retiree Benefit plans**

Mid October 2021, we had our first meeting with the Benefit Committee of SFU Retirees Associations (SFURA) and listened to the retirees' feedback regarding the current benefit plan. We will be working closely with SFURA and Pacific Blue Cross (PBC) to identify any potential benefit changes and understand the financial implications. As we work with SFURA, we will keep you informed of our progress in the new year.

This letter provides information about the annual pension increases, monthly benefit premium changes effective January 1, 2022 and some annual reminders:

**Monthly Pension**

- The pension plan provides for an increase at the beginning of each year equal to the change in the Consumer Price Index for Canada (All items) as at September 1 as published under the authority of the Statistics of Act (Canada).
- Pension increase can't exceed 3% per annum according to the Plan Text.
- This year's CPI change as of [September 1, 2021 is 4.4%](#) so the pension increase is capped at 3.0%.
- If you are receiving a monthly pension from either CIBC Mellon or Sun Life, your pension will be increased on January 1, 2022 by 3.0%.
- If you retired in 2021, your increase will be pro-rated.

**Retiree Benefit Premiums (Pacific Blue Cross)**

- Dental and extended health plans are reviewed each year to determine the appropriate premium for the following year, based on the SFURA group user experience.
- There is no change in the Dental premiums and approximately 2.5% increase in the extended health premiums.
- These changes will be effective January 1, 2022. Please note that these premiums apply for 2022 only, and are subject to change in future years, based on the experience of the plan.
- The retiree benefit premiums are as follows:

	Status	2021	2022	% change
<b>Extended health</b>	Single	\$110.99	\$113.80	<b>2.5%</b>
	Two person	\$221.98	\$227.59	<b>2.5%</b>
	Family	\$345.24	\$354.33	<b>2.6%</b>
<b>Dental</b> (remains the same)	Single	\$41.57	\$41.57	<b>0%</b>
	Two person	\$78.80	\$78.80	<b>0%</b>
	Family	\$116.47	\$116.47	<b>0%</b>

### Save Time and Claim Online

Electronic claims continue without interruption and are fast and easy. PBC shared exciting news that they are seeing a significant increase in the usage of electronic claims from the plan and the increase was from 44% to 76% in 2020. We encourage all retirees to switch to electronic claims for a better customer experience as well as the more efficient claim review and approval process by PBC.

Visit your PBC Member Profile ([service.pac.bluecross.ca/member/login](https://service.pac.bluecross.ca/member/login)) or download PBC's free mobile app ([pac.bluecross.ca/mobile](https://pac.bluecross.ca/mobile)) to:

- Set up direct deposit, and receive payment in as little as 48 hours
- Submit scanned receipts and health claims
- Find insta-claim providers
- Review benefit coverage details and claims history

### Taxes:

- Private health plan premiums are NOT a taxable benefit; therefore, no T4A will be issued by SFU;
- The premiums paid by the retiree can be claimed as a medical expense for tax purpose;
- A letter from SFU confirming the total premiums paid is also NOT required by Canada Revenue Agency ("CRA") to claim the expense on your tax return. As such, letters confirming annual benefit premiums paid will NOT be provided to all retirees.
- Below table shows the 2021 monthly premiums (paid by a retiree) and you can use this information to determine your annual premiums paid in 2021.

Status	Extended health	Dental
Single	\$110.99	\$41.57
Two persons	\$221.98	\$78.80
Family	\$345.24	\$116.47

- 2021 premiums paid will be confirmed by the following sources:

Premiums paid by:	Confirmation
Bank direct deposit	Monthly bank statement
CIBC monthly pension (staff)	See Box 135 of T4A provided by CIBC
Sun Life monthly pension (faculty)	See Box 135 of T4A provided by Sun Life

- If you receive a written request from CRA to submit receipts for your medical expenses, you should provide CRA with the annual letter from SFU and/or the premiums summary document, along with the applicable record of your premium payments made (ie. Copy of bank statement or T4A, as per the table above)
- If CRA then requests further proof of the expenses, please email us at [pensions@sfu.ca](mailto:pensions@sfu.ca) and provide a copy of CRA request and the documentation that you submitted. We will review your submission and, if necessary, a confirmation letter may be provided at that time.
- If you are receiving a monthly pension and have not received your annual tax slip from

CIBC/Sun Life, please contact the respective Customer Care Centre:

- CIBC: 1-800-565-0479
- Sun Life: 1-866-733-8612

Lastly, we would like to ensure that we have your current email address in our file so that we can email a letter and future correspondence instead of mailing them out as we are moving to a sustainability model of lesser paper usage. Also, you will be able to receive a communication quickly and wherever you are as long as you have access to your phone or PC.

If you wish to add/update your email address, send us an email to [pensions@sfu.ca](mailto:pensions@sfu.ca).

Warmest wishes over the holiday season!

Sincerely,



Steve An  
Pension and Benefits Consultant