



CHRISTIAN SCHOOLS
INTERNATIONAL

CSI Canada Insurance Plan & Trust Fund

UPDATE

Date: May 26, 2004

To: Participating Boards and
Covered Employees

From: Howard Van Mersbergen,
Executive Secretary-Treasurer

- Premium Rates Effective September 1, 2004
- Long Term Disability
- Employee Assistance Program
- Taxable/Non-Taxable Disability Benefits
- Taxable Life Insurance Premium
- CSI Group Payroll Plan

Premium Rates Effective September 1, 2004

The Trustees have received and negotiated the 2004/2005 insurance renewal and have approved an increase of approximately 5.7% for the CSI-Canada Insurance Plan as a whole. The primary reasons for this change are increases in the Long Term Disability rate and health rates.

- The specific components of the rate changes are as follows:

A. Basic Life Insurance	10%	decrease
B. Optional Life Insurance	0%	
C. Accidental Death and Dismemberment	0%	
D. Short Term Disability	0%	
E. Long Term Disability	35%	increase
F. Dental	0%	
G. Health	5.5%	increase
H. Occupational Coverage	0%	
I. Optional Coverage (Flex Plans)		
1. Vision Care	5%	increase
2. Dental 6 Month Recall	0%	
3. LTD COLA	35%	increase
J. Extended Out-of-Canada Coverage	5.5%	increase
K. Co-op Student Insurance	0%	
L. Employee Assistance Program	0%	

- A schedule of premium rates is attached to this update. [Click here for premium rates.](#)

No. 289

(More)

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Long Term Disability

Long term disability rates have been increasing over the past two years because of an increase in the number of individuals who are receiving disability benefits. We recently met with SunLife to discuss their process of working with disabled individuals and their efforts to help these individuals return to work. We are satisfied that SunLife is properly administering this benefit. The SunLife staff appreciates the excellent assistance they receive from CSI schools. They find that our schools help disabled individuals return to work by being flexible with schedules and tasks. We are gratified that our sense of Christian community can be seen by others.

Employee Assistance Program (EAP)

This new benefit can help reduce both the number and length of disabilities. Balancing the demands of work with those of your personal life can be difficult. Stress, work concerns, and coping with personal situations can throw your life out of balance. The benefit option through Ceridian called LifeWorks OneSource provides important assistance. LifeWorks OneSource is an employee and family support program designed to help you and your school address issues such as work-life balance, employee retention, and productivity. It is a one-stop confidential resource that offers consultation, information, and personalized community referrals, available 24 hours a day, 7 days a week for you and your family members. An enrolment form for your school will be included in the enrolment package shipped to your school next week.

Taxable/Non-Taxable Disability Benefits

Beginning September 1, 2004, for schools participating in the Non-Taxable Disability Benefit Plan, the amount each participant must contribute monthly toward the premium is 1.352% of salary in Ontario or 1.252% of salary in other provinces (plus the cost of the LTD cost-of-living benefit upgrade, if selected under the Flex Plan). This amount is equal to the Long and Short Term Disability portions of the premium.

Taxable Life Insurance Premium

Employer-paid life insurance premiums are taxable. Beginning in September 2004 the monthly taxable benefit is as follows:

	<u>Standard Benefit Plan</u>	<u>Flexible Benefit Plan</u>
Single	\$2.73 (\$2.95 Ontario)	0.200% of salary (0.216% Ontario)
Family	\$3.36 (\$3.63 Ontario)	0.200% + \$1.89 (0.216% + \$2.04 Ontario)

The total amount of employer-paid life insurance premiums paid in 2004 needs to be included on each employee's T4 (tax slip) as taxable income.

If employees pay a portion of the monthly premium that is greater than the life premium, the school can allocate this payment first to the life insurance in order to make life insurance premiums an employee-paid benefit. As an employee-paid benefit, it is not subject to income tax. For schools participating in the Non-Taxable Disability Benefit program, the employee contributions to the life premium must be in addition to the employee contributions paid for disability coverage.

Each school that has employees pay the life premium should have a published statement on file stating that employee premium payments will be allocated first to life insurance.

CSI Group Payroll Plan

The CSI Group Payroll Plan can help to make the processing of your payroll faster and more efficient—at a reduced group rate. Your school will work directly with Automatic Data Processing (ADP). All you need to do each pay period is provide your payroll data. ADP handles the check writing, direct deposit, tax filing and reporting for you. Contact Brian at 800-635-8288, ext. 267 for more information.