



## WHAT'S NEW FOR 2024?

Effective January 1, 2024, the following changes will apply to the NUEE Flex Benefit Program:

1. Evidence of Insurability will not be required to increase Basic Life Insurance for the 2024 enrollment period
2. Temporary reductions to employee Basic Life premium rates

### What changes are being made to Basic Life benefits for 2024?

The Basic Life plan is in a positive financial position. As a result, the Health Benefit Trust of Alberta (HBTA) Board of Trustees approved a temporary reduction to Basic Life premium rates for plan members. This premium reduction will be evaluated annually, and premium rates will increase in future years once plan funding returns to normal levels.

In addition to the premium reduction, during this allocation period, you will have a one-time opportunity to increase your basic life coverage amount without evidence of insurability.

	Current	Revised (Effective January 1, 2024)
Coverage Levels:	Members choose 1X, 2X, or 3X their basic annual salary to a maximum of \$1M	No change
Evidence of Insurability:	Required for members to increase coverage at annual enrollment	Not required for the 2024 enrollment
Employee Premium Rate:	0.144 per \$1,000 of coverage	0.010 per \$1,000 of coverage (temporary 93% reduction)

### What is evidence of insurability?

Evidence of insurability is personal health information that employees are typically required to provide when they choose to increase their life insurance coverage. Refer to the [Benefits Information Sheet](#) on Insite for more information.

### What if I have been declined Basic Life coverage in the past?

All plan members will be eligible to increase their coverage without evidence of insurability for one time only during the 2024 allocation period. Plan members who have been declined Basic Life coverage in the past based on evidence of insurability requirements, will also be eligible to increase their coverage without medical evidence.

### For how long will premium rates remain reduced?

Premium rates are evaluated, and rates adjusted annually based on the funding status of the plan.

### How will this change affect my Basic Life premiums?

Basic Life premium rates will be lower for all NUEE employees who are benefit eligible. As this is an employee-paid benefit, this will result in lower payroll deductions than in prior years.

### Will evidence of insurability be required in future years?

Yes, evidence of insurability requirements will be re-implemented in future years for plan members who increase their coverage at that time. Members who increase their coverage this year, however, will not be required to provide medical evidence in future years to maintain their higher coverage levels.

### Will any of my other benefits be impacted?

Basic Accidental Death and Dismemberment (AD&D) coverage must match Basic Life coverage in accordance with your plan's requirements. This means that if you increase your Basic Life coverage level at enrollment, your Basic AD&D coverage will be automatically adjusted to the same level. No other benefits will be impacted, and evidence of insurability will still be required for Optional Life Insurance and Critical Illness coverage.