

Chambers Plan Renewal April 1, 2025

April 1 marks the annual renewal of your Chambers Plan coverage. Premiums are adjusted for the coming year to reflect changes in individuals' ages, adjustments to provincial Dental Fee Guides, costs associated with medical trends, and any revisions to government health plans. This edition of Plan News highlights these changes for you and celebrates some upcoming Plan enhancements.

Renewal rates are calculated based on the current demographics and evolving composition of Plan participants of your group. Once again, there will be no increases in Life, Disability or Critical Illness base rates this year. However, individuals joining or leaving your firm during the past year can affect the rates charged to all participants in your firm for the coming year.

Your firm's **Employee Benefit and Premium Summary** reflecting your rates at April 1, 2025, based on your current coverage, can be accessed on my-benefits.ca, Chambers Plan's online administration platform, under *My Plan > Premiums & Statements*.

It also includes the contact details for **your Chambers Plan advisor**, whose depth of experience and knowledge make them a valuable partner in finding the ideal balance of cost, coverage and flexibility for your firm's distinct needs. Whether you would like to review your current coverage, or address changing budget or benefits needs, your advisor is ready to help.

Updating Employee Information

It's very important to keep your employees' information up to date, particularly their salaries, which can impact coverage levels. Please ensure all eligible employees are participating in the Plan and our records reflect current information about them. These details can be updated quickly and easily on my-benefits.ca.

Plan Enhancements

Chambers Plan's sole purpose is to provide comprehensive and highly valued employee group benefits to participating Chamber of Commerce and Board of Trade members and their employees. Here are some exciting enhancements to the program that will take effect April 1, 2025.

Critical Illness

At no additional cost, the following enhancements will be made to Chambers Plan's Critical Illness (CI) offering:

- Applicable to options that include coverage for not only the employee, but also their spouse and dependent children, the payable amount for an eligible claim for a child will increase from \$5,000 to \$7,500.

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- A **Hospital Cash Benefit** will be added, providing \$50 per day of hospitalization, to a maximum of 30 days (\$1,500), should a member under any CI option – or their eligible spouse or child under CI options which also cover spouses and children – be hospitalized for at least 48 hours due to an eligible covered condition.
- The contract provisions requiring an individual diagnosed with an eligible covered condition to survive at least 30 days following the diagnosis **will be removed**. Payment will be made upon official notice of a diagnosis of a covered condition.

Booklet wording, available on *my-benefits*, will be updated in advance of April 1.

Business Assistance Services (BAS)

Chambers Plan's BAS, available to all member firms and provided by Arcora, is designed to help small and mid-sized businesses thrive, with access to expert resources and professionals who understand the challenges you face, whether they be legal, financial, or human resources related.

Effective April 1, Arcora will now offer **Leadership Coaching** under the BAS. At no extra cost, Arcora will provide three hours per year of one-to-one personalized professional development to one business owner in your firm, helping to strengthen decision-making, enhance resilience and build or expand upon a thriving business. You will access this coaching through your firm's *my-benefits* account; watch for more information in April.

The new leadership coaching replaces the employer-referred counselling component, which has seen a decline in utilization due to significantly more firms opting to add our more comprehensive Employee Assistance Program (EAP) offering. The referral service is being discontinued effective April 1. Members currently receiving employer-referred counselling will be offered wrap-up sessions and made aware of any options they have for future counselling.

There is no interruption to the employer-referred counselling if your firm holds the Plan's EAP, provided by Arcora. The EAP provides confidential counselling support, financial, legal, nutritional and eldercare guidance, as well as childcare navigation support. It also includes access to Hugr, Arcora's digital mental health app. While Hugr was previously available to all Plan members, as of April 1, it will only be available to members covered under the Plan's EAP. However, Arcora has kindly agreed to continue providing access to those members without EAP who have existing Hugr accounts predating April 1, 2025, ensuring no one currently using it will lose access.

If your plan does not currently include the EAP, speak with your Chambers Plan advisor today about adding it, and give your team the well-being resources they deserve! Regardless, we truly hope you enjoy, and benefit from, the new Leadership Coaching component soon to be added to the BAS.

Renewal rates are based on the current demographics of your group.

One Year Older

On April 1 of each year, the ages for all insureds enrolled in the Plan are adjusted, with each Plan participant becoming one year older. Since the cost of some of the benefits, such as Life and Disability, increase as Plan participants age, rates will be adjusted to reflect the current ages of all Plan participants.

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Age-Based Coverage Changes

With all ages recalculated at April 1, some Plan participants' current age will affect their benefits as follows:

Weekly Indemnity and Long-Term Disability
benefits terminate on a
Plan participant's **65th** birthday.

Health and Dental benefits, including **Teladoc**
Mental Health Navigator and **Telemedicine**
services, can continue until April 1 following a
Plan participant's **80th** birthday.

Life options under Chambers Plan reduce to 25% or 50% of face value at **age 65** and terminate at **age 75**. Individuals turning 65 can convert to a personal plan, in whole or in part, the coverage they are losing under the Plan. Letters are sent directly to individuals, notifying them of the opportunity to convert and the time frame for doing so (31 days from April 1).

Life, Accidental Death & Dismemberment (AD&D), Dependent Life, EAP benefits, access to Teladoc Medical Experts® and myStrength services terminate on the Plan's anniversary date following a Plan participant's **75th** birthday.

Critical Illness benefits terminate on the Plan's anniversary following a Plan participant's **70th** birthday.

Travel coverage duration under any Health option for an insured and any dependent is based on the age of the certificate holder as at April 1. Plan participants should refer to their booklets for details on the maximum trip duration under their Plan relative to their age.

Chambers Plan Advantage

Greater Rate Stability	The Plan's pooled structure provides more latitude and protects firms from rate impacts due to small fluctuations in their claims.
Not-For-Profit Structure	Unlike most plans, premiums are set to cover the cost of the Plan's benefits and administration only – not shareholder profits. Surpluses in one benefit are used to offset deficits in another and to benefit all Plan participants.
Long Term Value	With the support and participation of over 30,000 Canadian businesses, Chambers Plan has achieved an average annual renewal of under 5% over the past decade, well below inflationary trends in the industry.

Stronger Together

The average increase as of April 1 for participating firms under Chambers Plan will be 7.2%. This year's renewal is lower than last year's, as we see post-pandemic inflationary conditions impacting the Plan are easing.

We thank you for choosing to be a member of your local Chamber of Commerce or Board of Trade, and for choosing Chambers of Commerce Group Insurance Plan®, a stable employee benefits program dedicated to caring for others and contributing positively to our communities by providing comprehensive, innovative group benefits and unmatched service to Canadian businesses.