

## **LCC WORKER BENEFIT PLANS**

### **2012 CONTRIBUTION RATES**

#### **Notes for 2012 budgeting purposes:**

For Health and Dental premium budgeting purposes, employers should use Option 2 as most employees are provided with sufficient credits to purchase that option.

For Basic Life Insurance, employees who were hired before January 1, 2008 have sufficient credits to purchase life insurance of 5X earnings. If your employee falls into that category budget for 5X. If an employee was hired after January 1, 2008 they have sufficient credits to purchase 3X life insurance. In that case, budget for 3X.

Employer's cost and worker's benefit coverage for Pension, Basic Life Insurance, Dependent Life Insurance and Long Term Disability coverage is based on Annual Total Compensation. Total Annual Compensation includes: Cash Salary plus Utility Allowance plus Housing Allowance. Where a residence is provided by the employer, the housing allowance is considered to be 30% of the cash salary paid to the employee.

## 2012 Contribution Rates

	Worker Only	Worker with 1 dependent	Worker with 2 or more dependents	2011 Worker with 2 or more dependents	Year over year % change
<b>BASIC LIFE</b>					
1 x	.34%	.34%	.34%	.34%	0%
2 x	.68%	.68%	.68%	.68%	0%
3 x	1.01%	1.01%	1.01%	1.01%	0%
4 x	1.35%	1.35%	1.35%	1.35%	0%
5 x	1.69%	1.69%	1.69%	1.69%	0%
<b>DEPENDENT LIFE</b>	n/a	.078%	.078%	.078%	0%
<b>OUT OF COUNTRY</b>	\$1.61/mth	\$3.38/mth	\$3.38/mth	\$3.00/mth	12.5%
<b>EAP</b>	\$8.19/mth	\$8.19/mth	\$8.19/mth	\$8.19/mth	0%
<b>EXTENDED HEALTH</b>					
Plan Option 1	\$51.20/mth	\$102.34/mth	\$126.42/mth	\$125.79/mth	.5%
Plan Option 2	\$69.51/mth	\$138.98/mth	\$171.56/mth	\$170.71/mth	.5%
Plan Option 3	\$85.60/mth	\$171.10/mth	\$211.30/mth	\$210.25/mth	.5%
<b>DENTAL PLAN</b>					
Plan Option 1	\$34.93/mth	\$69.77/mth	\$93.94/mth	\$89.64/mth	4.8%
Plan Option 2	\$52.39/mth	\$104.78/mth	\$140.89/mth	\$134.44/mth	4.8%
Plan Option 3	\$72.65/mth	\$145.29/mth	\$195.37/mth	\$186.42/mth	4.8%
<b>PENSION PLAN</b>	14.0%	14.0%	14.0%	16.6%	(15.6%)
<b>POST RETIREMENT</b>	1.80%	1.80%	1.80%	1.80%	0%
<b>ADMINISTRATION</b>	\$75.00/mth	\$75.00/mth	\$75.00/mth	\$75.00/mth	0%