

The Board of Trustees of The Winnipeg Civic Employees’ Benefits Program (Pension Fund) (the “Board of Trustees”) administers the City of Winnipeg – Civic Employees’ Group Life Insurance Plan (the “Plan”) on behalf of the City of Winnipeg.

CHANGES TO EMPLOYEES’ CONTRIBUTION RATES FOR BASIC & OPTIONAL LIFE INSURANCE

The Board of Trustees, on the advice of the Plan’s Actuary, has approved changes to contribution rates for both basic and optional life insurance coverage. The rate changes reflect the financial experience of the Plan.

Basic Insurance Rates

Effective the first pay period in January 2015, rates for basic insurance will decrease. For employees who carry the standard amount of basic life insurance equal to two times annual earnings, the contribution rate will decrease from 0.4% to **0.25% of biweekly earnings**. For employees who have opted to reduce basic life insurance to one times annual earnings, the contribution rate will decrease from 0.2% to **0.125% of biweekly earnings**.

Optional Additional Insurance Rates

Optional additional insurance rates will also be revised beginning January 2015. The new contribution rates effective the first pay period in January 2015 are shown, as a percentage of your biweekly earnings, in the table below.

Age	Rates Effective First Pay Period 2015				Rates to the end of 2014			
	Additional 1x Annual Earnings for a total of 3x		Additional 2x Annual Earnings for a total of 4x		Additional 1x Annual Earnings for a total of 3x		Additional 2x Annual Earnings for a total of 4x	
	Non-Smoker	Smoker	Non-Smoker	Smoker	Non-Smoker	Smoker	Non-Smoker	Smoker
Under 30	0.04%	0.08%	0.08%	0.16%	0.03%	0.05%	0.06%	0.10%
30-34	0.04%	0.08%	0.08%	0.16%	0.04%	0.07%	0.08%	0.14%
35-39	0.05%	0.10%	0.10%	0.20%	0.05%	0.10%	0.10%	0.20%
40-44	0.06%	0.12%	0.12%	0.24%	0.07%	0.14%	0.14%	0.28%
45-49	0.10%	0.20%	0.20%	0.40%	0.11%	0.23%	0.22%	0.46%
50-54	0.17%	0.34%	0.34%	0.68%	0.19%	0.38%	0.38%	0.76%
55-59	0.30%	0.60%	0.60%	1.20%	0.39%	0.76%	0.78%	1.52%
60-64	0.44%	0.88%	0.88%	1.76%	0.69%	1.37%	1.38%	2.74%
65-70	0.80%	1.60%	1.60%	3.20%	1.00%	1.97%	2.00%	3.94%