



## ADVISORY LETTER

BY E-MAIL  
AL- 07-20  
July 15,2020

**TO: ALL FIR ACCREDITED MEMBER COMPANIES**

Gentlemen and Mesdames:

Re: Dental and Extended Health Care (EHC) Plan Renewal Rates

FIR Accredited Member Companies covered by the FIR-USW Coast Master Logging Agreement will recall that Vision Care and Chiropractic benefit improvements under the Extended Health Benefits Plan were implemented in March, following the conclusion of labour negotiations. No increase in EHC premium rates took place at that time for FIR Members, but an 8.28% increase will be implemented to compensate for these benefit improvements, effective July 1,2020.

Pacific Blue Cross (PBC) annually reviews the Dental and EHC Plan finances and experience and recommends premium rate adjustments, if necessary, to insure adequate plan funding. This past year was not typical. Income to our EHC Plan was down by about 20% (due largely to the Local 1937 strike) and claims were higher than expected. In addition, the COVID-19 crisis has affected plan experience in recent months.

In addition to the increase due to negotiations referred to above, PBC had recommended an 11% increase to the EHC benefit premium but, FIR Ltd., the Plan Sponsor, has chosen to postpone making any changes to the general rates at this time. Instead, we have asked PBC to prepare a Plan Financial Statement for the 6 month period March 1 to August 31,2020 and we will likely make any necessary adjustments to premium rates after those statements are examined this fall.

The Dental care Plan does not require an adjustment at this time. (The last general increase to EHC rates was in 2017 and the Dental Care Plan was last increased in 2016.)

For further information on the Coastal Forest Industry Benefit Package you can access our website at [www.firrbenefits.com](http://www.firrbenefits.com)

Please call or email us if you have any questions.

Yours very truly,

T.J. Getzie,