



Your Pension and Benefits

Benefits Administration Update Aon Hewitt Transition

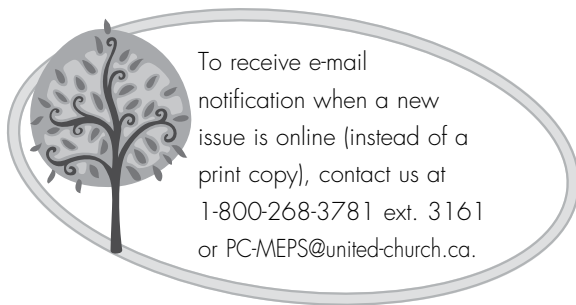
The Human Resources Unit at General Council Office is working hard on the details of moving to the new pension and benefits plans administrator, Aon Hewitt. As outlined in the May issue, the goal of this shift is to provide the best possible pension and benefits administration services.

Aon Hewitt will administer benefits for members of the United Church plans, including enrolling new members, answering questions about pension and group insurance options, and finalizing benefits upon termination of plan membership.

Aon Hewitt will also take a role in managing group insurance premium deductions for the group benefits plans through the payroll service; treasurers will need to check deductions for accuracy, but reporting deductions will no longer be required.

A great deal of preparation and planning has been undertaken to ensure, to the extent possible, a smooth transition. Rather than transitioning in April 2011 as previously announced, we have decided to complete the move to Aon Hewitt on July 1, 2011.

This gives staff more time to develop and implement a transition process that will minimize inconvenience to plan members, treasurers, and other stakeholders.



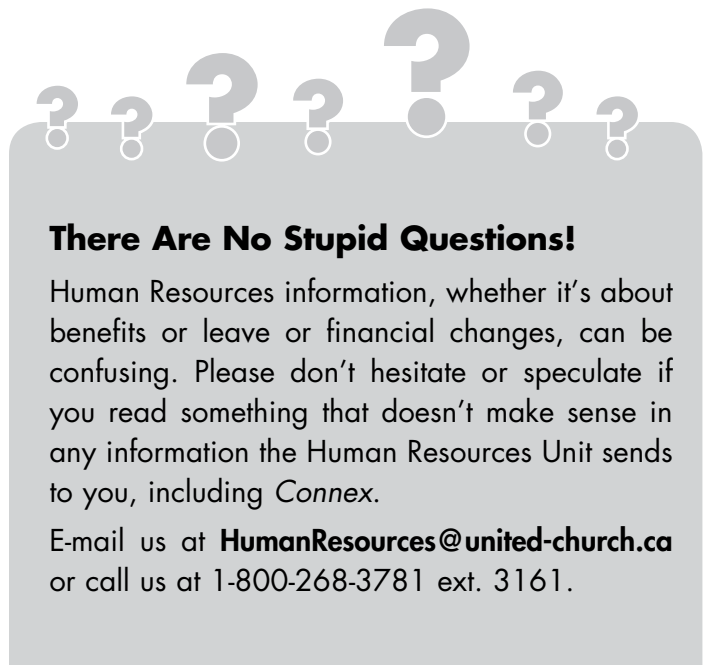
2011 Benefits Premiums Update

Because of the move to Aon Hewitt, the new pension and benefits plans administrator, there will be no change to any of the premiums for benefits for Active plan members, or related employer costs, for 2011.

The focus on minimizing disruption and any inconvenience means that increases to benefits rates and other plan changes have been postponed until 2012, after the 2011 transition to Aon Hewitt.

NOTE: Pensioner members' premiums for Pensioner Health and Dental coverage for 2011 will be increasing by 7 percent as of January 1. Monthly premiums will increase to \$58.50 for Single, and to \$118.00 for Family coverage. The Rev. Alan Hall, Executive Officer of Human Resources, sent a letter informing pensioners of these changes in November.

Please contact Human Resources if you did not receive this letter.



There Are No Stupid Questions!

Human Resources information, whether it's about benefits or leave or financial changes, can be confusing. Please don't hesitate or speculate if you read something that doesn't make sense in any information the Human Resources Unit sends to you, including *Connex*.

E-mail us at HumanResources@united-church.ca or call us at 1-800-268-3781 ext. 3161.

Church Leadership Network



- ◆ 1,400 United Church leaders (lay, ordained, youth, music, volunteer)
- ◆ 41 groups representing interests and discussions of leaders in the United Church
- ◆ News and announcements from General Council Office

Join the conversation! <http://churchleadership.united-church.ca>



Tax Information: Deductible Health Expenses for 2010

Premiums you pay for health and dental coverage under the United Church's benefits plans can be claimed on your income tax. So can deductibles, dispensing fees, and unpaid balances after reimbursement from the church's benefits plan.

The totals of premiums paid to the health and dental plans are detailed on your T4; look in the additional "boxes" at the bottom of the form. Information detailing the copay (the portion you pay) is on the "explanation of benefits" portion of your reimbursement(s) from Green Shield.

Green Shield can provide a 2010 summary of claims. Call Green Shield directly at 1-888-711-1119. NOTE: A fee may be charged for the summary.

You can also calculate this information yourself for the 2010 tax year.

Active Optional Health and Dental Premiums (2010)

\$45.03*/month	single person coverage
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\$128.24*/month	family coverage
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*Add sales tax if you live in Ontario (8%) or Quebec (9%).

Pensioner premium support: \$4.00/month

Pensioner Health and Dental Premiums (2010)

\$54.67*/month	single person coverage
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\$110.28*/month	family coverage
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*Add sales tax if you live in Ontario (8%) or Quebec (9%).

Call Canada Revenue Agency at 1-800-959-8281 or visit the CRA website for more information on medical deductions.

(English)

www.cra-arc.gc.ca/tx/ndvdl/tpcs/ncm-tx/rtrn/cmpltng/ddctns/lns300-350/330/menu-eng.html

(French)

www.cra-arc.gc.ca/tx/ndvdl/tpcs/ncm-tx/rtrn/cmpltng/ddctns/lns300-350/330/menu-fra.html



Ministry Personnel Support
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**For more information,
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