

# From the Masthead



**Mainstay Insurance Brokerage Inc. Phone: (905)886-9203**

## In order to serve you better

To assist you with your employee benefit plan, we are continually updating our website. Located at:

[www.mainstayinsurance.ca](http://www.mainstayinsurance.ca)

The site provides easy access to many insurance company's websites and to the health and dental claim forms you utilize on a regular basis. We have also added links to the log on pages for members (employees) in order to provide quick access to other websites.

If you use a form that is not on our website and would like it added, please send us an e-mail at:

[Dave@mainstayinsurance.ca](mailto:Dave@mainstayinsurance.ca)

## Did you know that...

... the Ontario Dental Fee Guide is increasing at a rate that is almost DOUBLE this year? This means that the cost that your employer pays for dental benefits will be almost 5% higher this year than last year.

With the removal of OHIP+ (for youth under 25 where their parents have benefit plan coverage), we are anticipating health costs rising approx. 5%, meaning your employer will be realizing that cost increase as well.

These changes are made by the Ontario Dental Association and the provincial government. These expenses are out of your employer's control but they pay the resulting higher cost of their employees claims.

## Lucky and Proud to be Canadian

This is an excerpt from my Canada Day [LinkedIn post](#).

I wanted to share it as to let you know how thankful I am to have you as clients, and for your support in allowing me the opportunity to be involved in the initiatives such as this one.

Many of you who have heard me speak have also heard me say how lucky I am. Lucky to be in this business, to have the great clients I do: and to work with great partners, advisors and members of both CGIB and the industry overall.

I have also been fortunate to be a part of the [Sanofi Canada Healthcare Survey advisory board](#). As part of this great initiative, I meet some great people and get access to employee and employer survey results that help make me a better advisor to my clients.

One of the side benefits of this is that I have had the very special privilege of touring the Sanofi Museum located in the top of

Toronto. This unique and (sorry) private building traces the history of anti-toxin and vaccine production, that has literally saved MILLIONS of lives around the world.

From Dr. FitzGerald working to prepare Canada's first treatment for rabies, to building the lab (still on this location) in 1913, that went on become one of the first sources of diphtheria anti-toxins, to tetanus vaccines, the influenza "flu" shot, to producing insulin, heparin (a blood thinner), and vaccine for whooping cough. In working with Dr. Jonas Salk to produce polio vaccine, this location was also pivotal in producing the vaccine that went on to eradicate smallpox WORLDWIDE!

As one stands in the centre of this historical site, and takes in all the great work that has been done on this location over the past 100+ years, it is hard not to be fiercely proud of what Canada

(and Dr. Fitzgerald, Connaught Labs and Sanofi) has given to the world. I have toured the location three times and each time I learn more about the place and its valuable contribution to the world.

At the end of each tour I have found myself with a tear in my eye (it IS that moving), and a sense of gratitude to have won the "lottery of life" by being born in Canada.

I grew up without having to worry about so many of these horrible diseases that preceded me. Many in the not so distant past, and many the world over are still not as lucky as we are.

**Happy Canada Day** and thank you for the continued great work by Sanofi and all of their employees in Canada.

If you want to learn more about the site and its accomplishments visit [www.thelegacyproject.ca](http://www.thelegacyproject.ca)



2019

**THE SANOFI CANADA HEALTHCARE SURVEY**  
CANADA'S PREMIER SURVEY ON HEALTH BENEFIT PLANS



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Note: This side of the newsletter is intended for you the plan administrator. The information on the 'front' is targeted more to your staff and can be copied and distributed for their reference.

Just in case you were wondering...

... many clients have asked about benefit plan upgrades. From boosting vision, dental or adding Health Spending Accounts (HSA), we have frequently suggested you hold off on these changes due to this year's unusually high dental fee hikes combined with OHIP+ cutting coverage for those under age 25 who remain on their parents benefit plans. We anticipate 2019/2020 plan increases to be much higher than average. Hold off for now.

This information is provided as a reference to clients of Mainstay Insurance Brokerage Inc. It is not intended as advice. Your situation and the contract provided by your insurer as well as any relevant legislation shall always take precedence. Always obtain appropriate legal, human resource or accounting advice.

## National Pharmacare

In the coming months as we approach the federal election we can expect to hear a lot more about national pharmacare.

With the [Final Report of the Advisory Council on the Implementation of National Pharmacare](#) being released last month, we finally have a look into what has been presented as a possible model for drug coverage in Canada.

There are lots of hoops to jump through before any of this has the chance to become a reality, including an election (or two, or three, before final implementation), and a huge shift in drug expenses moving from employers (that currently pay for benefit plans) to the government.

There are a variety of special interest groups that you will hear from, all who have a vested interest in keeping the

system status quo. From the pharmaceutical companies that stand to lose due to a single payor negotiating rates down, to insurers and advisors who will see a huge reduction on the claims being paid (and the corresponding profit on those claims) to doctors, pharmacists and rare disease groups that are worried about new treatments being held back from Canadian release.

All of these groups and their arguments have merit, and they make good points that we should be aware of, but I think expecting employers to cover a big chunk of health care costs does not seem fair either.

From a strictly financial focus, having a one-payer system would remove insurers and advisors, and their costs,

from the equation (close to 20% on average). This would then transfer the costs of about \$800/employee per year (and increasing) from employers to the government to then be distributed across the entire population.

This would help to solve the rate instability that employers have been facing in drug costs for years. Much of this instability has been caused by the insurers trying to reduce their risk by increasing stop-loss attachment points and the credibility levels used to calculate renewals thereby placing the burden on employers.

I am not sure that any of what has been proposed will come to fruition, but rest assured we will be watching and reporting back as things evolve.

## FREE Offer to help your friends with Plan Administration

As a client of Mainstay Insurance Brokerage Inc., you are always welcome to attend (as our guest) the Canadian Group Insurance Brokers seminars that we run 5-6 times a year.

On August 14<sup>th</sup>, from 8:00 am to 2:30 pm, we are running a workshop that covers many of the plan administration issues employers face.

We will explain the basics of benefit plan administration and specifically the human resource, legislation, liability, taxation and privacy issues that are involved.

We will be sharing examples of how and where simple plan design flaws and administration errors can lead to areas of huge liability for employers. Better yet, we will teach you how simple changes can help to avoid these issues, thereby protecting your firm from millions of dollars of risk.

You may want to send your staff who are involved with benefits administration, or invite friends and associates who have a benefit plan and are interested in how

they can learn to protect their organizations and their employees (I will cover their cost too).

This seminar is geared to a benefit advisor audience, so you will have the opportunity to be the "fly on the wall" and hear first-hand what others only hear in diluted form from their brokers (if at all).

Space is very limited so please contact us ASAP if you are interested. Details are here; <http://www.cvent.com/d/b6gtqg>