Trustees of the Southern Interior Health & Welfare Plan

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October 27, 2026

To: Participating Employers

Re: 2025 Taxable Benefits – Group Life and AD&D

Section 6 (4) of the Income Tax Act requires that employer paid premiums for group life insurance coverage be included as a taxable benefit and reported on an employee's T4.

The amount of taxable benefit is calculated by applying the actual costs per employee for the most recent calendar year to the benefit levels of the coming year.

For 2025, the monthly value of taxable Group Life premiums for each covered employee is calculated at a cost of 18.7 cents per $1,000 of coverage, or $26.19 monthly for the $140,000 benefit.

The Accidental Death & Dismemberment (AD&D) benefit is $140,000. The AD&D premiums remain unchanged at $7.84 per employee per month.

Summary
The following table shows the monthly Group Life and AD&D taxable benefits for 2024.

Period	Life and AD&D Insurance Benefit	Taxable Group Life premium per month	Taxable AD&D premium per month
Jan – Dec 2025	$140,000	$26.19	$7.84

Please make any necessary adjustments to your payroll records.

Sincerely,

Jolan Geronimo
Plan Administrator
604-299-7482
sihwp@datownley.com

cc: Trustees, Advisors, and Local Unions