Insurance

July 30, 2026

[Français]

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Our approach to Alberta's Bill 11 legislation

The government of Alberta's Health Statutes Amendment Act, commonly referred to as Bill 11, introduces changes to health care delivery and financing in the province.

The legislation positions public plans as a payer of last resort and reduces overlap between public and private coverage. It also protects active employees age 65 and older from age-based benefit changes that may affect pharmacy and supplemental health benefit coordination.

What you need to know

Effective October 1, 2026, there are two major legislative changes affecting group drug and supplemental health benefits:

Change	What does this mean?	Who is impacted?
Payor of Last Resort	For individuals covered under Alberta Coverage for Seniors or Non-Group Coverage who also have private insurance, the private plan must be accessed first. The Alberta public plan will: • continue to provide coverage for eligible individuals without other insurance • contribute toward eligible expenses not fully covered by other plans, subject to public plan rules As a result, private plans may hit annual limits faster. Any cost increases are expected to be gradual and will likely show up in future renewals.	Employees residing in Alberta who are covered under employer-sponsored (private) and non-group (public) plans
Age Discrimination Prohibition	Employers cannot reduce, cancel, or modify drug and health benefits solely because an employee reaches the age of 65, if they are still working. These provisions do not apply to retiree plans.	Active employees aged 65+ residing in Alberta who are covered under employer-sponsored group plans

What this means for your clients

To ensure our clients are rated appropriately to support the increase in health claims, we will be applying a one-time adjustment at renewal time.

Starting with policy renewals in December 2026, groups with Alberta-based plan members will see a health rate increase of up to 5% based on the proportion of employees residing in Alberta. Groups with fewer than 10% of employees residing in Alberta will not be impacted.

Policies with a rate cap will also receive the same rate adjustment. As per our Group Benefit Solutions contract, we maintain the right to adjust our rates upon legislation change.

We will update your clients' contract and booklet wordings on **Termination of Coverage** to reflect these changes.

The rate increase will only be applied once to their next renewal and will be part of the Final Benefits Change in the renewal package.

Next steps

Your RBC Insurance® Group Sales Consultant will reach out to provide a list of policies impacted by this rate increase.

We will inform impacted plan administrators of this change via the attached communication on August 19, 2026.

Questions?

If you have further questions about how RBC Insurance group benefits can help your clients, please contact your local Group Sales Consultant at 1-855-264-2174.