

**Joint Committee on Benefits Administration**  
**Meeting with the CIEA, BCGEU, CUPE & the Employers**

**Delta Pacific Resort**  
**10251 St. Edwards**  
**Richmond, BC**

**Lansdowne Room**

**Monday, January 22, 2001**  
**9:30 am – 12:00 noon**

In attendance:

Charlie Adams	Okanagan University College, BCGEU
Guy Dalcourt	Executive Director, PSEA
Randy Dewar	Okanagan University College, Member of JCBA
Doug Fletcher	Kwantlen University College, Member of JCBA
Jennifer Holden	North Island College, Chair of Employee Benefits Advisory Committee (EBAC)
Joan Kaun	College of the Rockies, CUPE Local 2773
Denis Kielly	College of the Rockies, Co-Chair of JCBA
Stuart Monteith	William Mercer Limited
Carolyn Parry	Douglas College, Member of JCBA & EBAC
David Piasta	Staff Rep, CIEA, Co-Chair of JCBA
Barbara Offen	BCGEU Staff Rep
Donn Stanley	National Representative, CUPE
Mark Vernon	Capilano College, Member of JCBA & EBAC
Absent:	
Debbie Svedic	BCGEU
Ellen Woods	Kwantlen University College, Member of JCBA & EBAC
Gae Sellstedt	Recorder, PSEA

The meeting was called to order at 9:30 am.

Round table introductions.

Guy Dalcourt, Donn Stanley, Barbara Offen, David Piasta, Denis Kielly and Jen Holden offered opening remarks.

The establishment of a Support Staff Joint Benefits Governance and Administration Review Committee came out of the College, University College, Institute and Agency

Support and Technical Staff Accord. In accordance with Article VII, the objective of the review is to provide a vehicle to determine the advantages of a jointly administered benefits trust for system employees. The Accord recognized that there was already another process in place involving co-management of benefits for faculty through the establishment of a Joint Committee on Benefits Administration and that it would be prudent for the Support Staff Unions to join that Committee.

The purpose of the meeting today is for all parties to determine if there is agreement to amalgamate the committees together and for the support staff unions to find out what the faculty JCBA has been working on.

CIEA reported that they have no objection in principle to moving in the direction of a joint provincial committee but they will need to get consensus from their membership. They do not foresee a problem with this and believe it would be beneficial for both parties to participate in a joint approach.

The Employers reviewed other initiatives that are currently underway including the Joint Pension Plan Review Committee and the Joint Stress Review Committee. They also commented that perhaps these initiatives should not be limited to particular groups and could benefit the sector as a whole. In particular, the Joint Stress Review Committee met on January 19<sup>th</sup> and invited guest, Don Dahr, Director of Programs/Professional Services, Prevention Division of the WCB, advised that they would have a difficult time supporting any initiative that did not encompass the whole of the sector.

The faculty and employer representatives on JCBA discussed what was happening with the AD & D savings generated through the marketing of that benefit. D. Kielly agreed to write PSEA and remind employers of the implications of the faculty Common Agreement concerning savings generated through the work of JCBA.

The Employers advised that their vision of moving forward would include:

- The decision of whether or not to form a joint committee with support, faculty and employers;
- Developing a Terms of Reference for such a joint committee;
- Developing an action plan.

Stuart Monteith from William Mercer Limited presented the "findings" of the faculty JCBA initiative on Long Term Disability. He will provide passwords to the JCBA Collaboration website for Joan Kaun, Charlie Adams, Barbara Offen and Donn Stanley. S. Monteith will also forward to them a copy of the Mercer spreadsheet with respect to the information on the LTD renewals.

It was agreed that CIEA and the Employers would respond to Rod MacDonald's letter dated September 20, 2000 regarding his formal request that the support staff unions, CUPE and BCGEU, join the JCBA. In the meanwhile, the support Unions will review the information available on the JCBA web site to determine whether or not they want to participate in the faculty JCBA.

If all parties are in agreement, then it is anticipated that a meeting will take place in the very near future. D. Piasta advised CUPE and BCGEU that the JCBA has been operating with each of the parties paying their own expenses and any funds allocated

to the committee have been used to pay consulting fees. It is anticipated that meetings would be held on a rotational basis at each of the BCGEU, CUPE and CIEA offices.

There being no further business, the meeting adjourned at 11:20 am.