

Joint Committee on Benefits Administration

Minutes of the Meeting of January 28, 2000
9:00 am - 3:00 pm

College Institute Educators' Association
Suite 301, 555 West 8th Avenue
Vancouver, BC

In attendance: Jim Blake, Ellen Woods, Carolyn Parry, Denis Kielly,
Marilyn Duggan, David Piasta, Randy Dewar,
Doug Fletcher, Debbie Svedic, Stuart Monteith

Recorder: Gae Sellstedt

1. Call to Order

The meeting was called to order at 9:10 am

2. Approval of the Agenda

Four items were added to the Agenda:

- Trustee Course
- Visit from Lawyer
- Maritime - Hiring of Case Management Personnel
- Information on Assure Card - (pay direct card)

The Agenda was approved as amended.

3. Approval of the Minutes of the Meeting of January 10, 2000

Page 1 - Approval of the Minutes, 2nd paragraph should read:

"S. Monteith reviewed funding options and commented that he doesn't feel there is the critical mass to self-fund, particularly for LTD if for the JCBA faculty segment only."

Page 4 - 1st sentence should be changed to read:

"Marilyn Duggan contacted David Piasta and Debbie Svedic and spoke about a rehab program to discuss how to work on system-wide basis to improve return to work from LTD."

The next sentence should form a new paragraph.

Page 4 - 2nd to last sentence should read:

"S. Monteith would be the presenter and Jim Blake, Marilyn Duggan, David Piasta and/or Doug Fletcher would also attend."

4. Business Arising out of the Previous Minutes

i) Plan Design

S. Monteith distributed a document outlining the LTD Plan Designs of the various colleges that are part of the Consortium.

The Committee discussed the parameters for which Mercer would develop a model:

- Long Term Disability Benefit Level - Floor will be 50%; ceiling will be 75%. S. Monteith will also put in an option for a graded scale.
- Long Term Disability Elimination Period - One month floor, 6 month ceiling;
- Long Term Disability - Definition of Disability - The Committee decided they would not include an option for "own occupation up to 65" but would measure 2, 3, 4 and 5 year own occupation options;
- Long Term Disability (Non) Taxable Benefit - will be measured both ways. D. Svedic pointed out that BCGEU would not be supportive of members paying their own LTD premiums.

A short discussion took place regarding Claims Review Committee (CRC) with respect to the appeal process and the various ways it could be administered.

ii) Strategic Planning - Detailed Work Plan

S. Monteith distributed a detailed work plan, which outlines the process to consider moving to a self-insured LTD model. It contains a draft work plan together with a time line.

S. Monteith reviewed the work plan explaining the various steps and the "go, no/go" decisions (feasibility) that will have to be made along the way.

The support staff bargaining units have indicated they want representation on the JCBA and a discussion took place on the merits of bringing these people into the Committee for the next meeting. There is no support staff common agreement in place at this time to support this initiative, however, Debbie Svedic will try to set up a meeting with the BCGEU and CUPE to facilitate this. Jim Blake will speak to the employers.

The Committee also discussed who would "manage" the project and, although the Consortium, technically, has ownership, the JCBA should be the driving force as they are well ahead of any work being done by the Consortium.

The Committee members will review the work plan over the next few weeks and will be ready to discuss the scope of the project and details of the working groups that will be required. People other than members of JCBA may populate the working committees.

The Committee requested that Ellen Woods, Chair of the Consortium, write a letter to the JCBA Co-Chairs, David Piasta and Jim Blake, giving the JCBA power to carry out this project from the employers' perspective. Ellen Woods will also be asked to set up a teleconference with the Consortium members to facilitate this and bring them current with JCBA's initiatives.

S. Monteith suggested that a Communications Work Group be formed to ensure all constituents are kept abreast of the progress.

The following is a list of all employee groups in the system that would be part of developing a plan and all trustee arrangements associated with being self-insured:

- CIEA
- BCGEU - Instructors
- BCGEU - Staff
- CUPE
- PPWC - CNC and Selkirk
- BCIT - FSA (not part of Common Agreement)
- BCIT - BCGEU - Instructors (not part of Common Agreement)
- BCIT - BCGEU - Support
- JIBC - CIEA (4 employees)
- JIBC - Non-unionized
- ECIAD - Faculty
- IIG
- OLA
- OUC - Support Staff
- Exempt Staff

iii) Specifics re Cost Ranges - Mercer

S. Monteith distributed a paper outlining the range of costs and the variables that would contribute to a higher or lower cost. The total cost will be somewhere between \$50,000 and \$125,000 plus expenses and he advised the JCBA members that their cost would be 6/22 or 28% of the total.

iv) AD&D Specifications

S. Monteith distributed the draft letter proposed to be sent to the various insurance companies. He advised he would work towards getting responses for the next meeting (February 24).

v) Final Touches to the Joint Presentation

S. Monteith distributed the SFAO and the CEO presentations and reviewed them in detail.

Changes to the presentations:

- Add a slide to both presentations: "Did Maritime Life Lowball?"
- Add: Funding Options slide to the CEO presentation

- For the CEO presentation, combine slides #3 & 7 (Consortium Mandate & Benefits Consortium)
- Make slides of the Strategic Plan for J. Blake's use in the presentation, if required.

5. New Business

i) Trustee Course

S. Monteith distributed a brochure "The Task of the Trustee". Pacific Business & Law Institute sponsors this course and S. Monteith is recommending that at least four members of the JCBA register. The Committee agreed that PSEA will fund the course from the JCBA budget at a cost of \$497.55 each. Gae will register the following people for the February 23, 2000 course, which is being held at the Sutton Place Hotel:

- Ellen Woods (will confirm with her)
- Marilyn Duggan (will confirm with her)
- Carolyn Parry
- Debbie Svedic
- David Piasta
- Doug Fletcher
- Denis Kielly
- Randy Dewar

Marilyn Duggan was included because four people can register for the price of three. The total cost will be (including taxes) \$2,985.30. At this writing, all the above have been registered.

ii) Lawyer Visit

The Committee will hold this in abeyance until after completion of the above-mentioned course.

iii) Maritime Life - Hiring of Case Management Person

S. Monteith advised Maritime decided to re-structure and hire someone internally to take care of the administration with Sharon concentrating on the face-to-face work.

iv) Assure Cards

S. Monteith advised that Maritime Life bought Etna and has decided to shift from Assure to ESI. S. Monteith is meeting with them next week to scope out the issue and explore the possibility of staying with Assure. The Committee expressed some concerns over changing to a new carrier and, in particular, felt that summer would be a bad time considering that faculty is not working and new direct pay cards would not get to them before the old cards expired. S. Monteith assured the Committee that he will ask them for a delay if they do, indeed, decide to make the change.

NEXT MEETING

The next meeting has been scheduled for Thursday, February 24, 2000. *Please note the change in start time: 8:30 am.* The meeting is expected to run until approximately 1:00 pm.

Items for the Next Agenda:

- Populate Work Groups
- Time Lines

There being no further business, the meeting adjourned at 1:30 pm.