

**Joint Committee on Benefits Administration**

**CIEA  
Suite 301, 555 West 8<sup>th</sup> Avenue  
Vancouver, BC**

**September 21, 2000  
9:30 am**

**MINUTES**

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**In attendance:** Denis Kielly, Carolyn Parry, Ellen Woods, Mark Vernon,  
David Piasta, Randy Dewar, Debbie Svedic, Doug Fletcher,  
Stuart Monteith, Fatima DiBiase, Jim Lewis

**Recorder:** Gae Sellstedt

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**1. Call to Order**

The meeting was called to order at 9:50 am.

**2. Approval of the Agenda**

The order of the Agenda was changed to include 4 iv) and 5 i) with item 4 i).

The Agenda was approved as amended.

The Unions voiced their concerns that a preliminary review of the plan document for the Joint Health & Welfare Trust was circulated to the employer group and felt that if this was going to be done, there should have been a coordinated effort in communication to both sides. They believe that by sharing this information, there could be adverse affects on the workability of the Committee. The Employers responded that the reasoning was to further the cause of the Committee and ensure that the employers were not caught off guard.

The Committee took the opportunity to thank the Mercer team for their help with the project.

**3. Approval of the Minutes of the August 21, 2000 Meeting**

The following changes were made to the Minutes:

➤ Page 2, 2<sup>nd</sup> last paragraph. The sentence should read:

“Ellen Woods reported that the *Plan Design* Work Group had taken an...”

➤ Page 2 under Primary Recommendations, item #1 should read:

"1. A health and welfare trust is the best *administration* option if the...."

The Minutes were approved as amended.

#### **4. Business Arising out of the Previous Minutes**

##### i) Review LTD Benefits Initiative Findings

S. Monteith did a presentation on the LTD Benefits Initiative Findings.

A lengthy discussion ensued regarding the notion of 100% employer paid LTD. The Unions and Employers disagreed that there was an understanding that the plan design was based on the premise that LTD would be 100% employer paid. Further, the Employers advised that would have difficulty *recommending* 100% employer paid LTD premiums. JCBA agreed that the plan design would be presented as "*findings of the JCBA*" and not "*recommendations*".

##### ii) Action/Communication Plan for Fall 2000

The Employers advised the Unions that all institutions have been invited to a presentation on the plan design on Thursday, September 28, 2000. The Unions won't be in a position to make a formal presentation collectively until their October 20<sup>th</sup> Provincial Bargaining Conference, however, they will send out a preliminary communication. The JCBA agreed that there needs to be a coordination between the management and union representatives and any changes made to the presentation should be communicated to each other. The communication link will be Carolyn Parry and David Piasta.

There was consensus among the JCBA members that there will be separate presentations.

It was also agreed that the Work Groups will be in remission until there is a collective agreement on the plan design and the JCBA has been authorized to proceed.

##### iii) Joint Recommendations to Parties LTD.

Included in 4 i) above.

##### iv) Definition of Savings

David Piasta is working on a draft paper which he will circulate to the group.

##### iv) JCBA Expenses

S. Monteith advised that he will review the letter he received from Guy Dalcourt. He also assured the committee members that if the project has gone over budget, he will absorb the overage.

v) Expansion of the Committee to Include BCGEU & CUPE for Support Staff

D. Svedic advised that, upon her recommendation, the BCGEU has agreed not to formulate the group pending on consensus of the joint recommendation. The members of the JCBA reached consensus that the findings of the JCBA could be distributed to the support staff.

Jim Lewis distributed an "Estimated Annual LTD Annual Premium with Common Plan Design and Self-Insurance" spreadsheet and reviewed it with the Committee.

The next meeting will be at the call of the Co-Chairs.

There being no further business, the meeting adjourned at 1:20 pm.