



**Benefits** | Pension | Pay and Incentives | Health and Well-being

**Consultative Committee on Benefits (CCB)  
Meeting –December 11, 2009 - 9:00 am to 11:00am  
Room N0040H**

**Present:**

**Members from the Unions:**

Cathy Kennedy, CUPW, (co-chair)  
Lyne Bue, CUPW  
Pierre Charbonneau, CPAA  
Janet May, UPCE  
Monique Trahan

**Members from Benefits Policy:**

Renée Couture, Benefits Policy, Co-Chair  
Darryl Gauthier, Absence Management  
Luce Blouin, Finance  
Sheila Barr-Carr, CPC Benefits Policy  
Judy Middlemiss, CPC Benefits Policy  
Susan Van Dusen, Benefits Policy  
Lauri Mathieu, Benefits Policy

**Guests:**

Jamie Kass, CUPW  
Geoff Bickerton, CUPW  
For Marc Saulnier: Gillian Dawson, Shepell fgi & Stéphan Lafleche, Shepell.fgi

**Meeting started at 9:00 am**

**Employee Assistance Program Utilization and program review**

Presented by Stéphan Lafleche. *Shepell.fgi*

Reviewed EAP Results for Year end 2009 with comparisons to year end 2008.

Jamie Kass requested a further breakdown on the details on the childcare issues. Questioned why PSAC and UPCE internal have higher stats. It was suggested by Renée that this is because these individuals have greater access to the promotional material for the program. Janet suggested that organizational changes and increased promotion could play a role.

Requested a breakdown of stats by age and gender. Benefits policy with Shepell's assistance will look into options for marketing to the groups that use the services less for 2010.



## **Health Screening Clinics in Atlantic and Health Coaching pilot review**

Results of Health Screening and Health Coaching Pilot Presented by Gillian Dawson, Shepell.fgi.

Cathy requested soft copy documentation from Shepell.fgi on all of their offerings.

Geoff suggested that information by shift would be helpful. Renée replied that this could be made available if there was enough participation to ensure privacy is not compromised.

## **CPC Long Term Disability Rate Analysis & Review**

Presented by Daryl Gauthier

CUPW requested that Sun Life be present for all future Sun Life rate discussions.

Luce confirmed that the full presentation will be made in June and that Sun Life will present them and that it was necessary to move up the rate review to earlier than the regular June meeting in order to align any LTD rate action with other benefit changes (July 1<sup>st</sup>). Sun Life's 2009 review is not complete but will be ready for the June meeting. CUPW would still have preferred that Sun Life be present. Benefits policy confirmed that we would accommodate this going forward.

Cathy inquired if the backlog in AccessHR has caused any delays in individuals being approved for disability. Daryl is to take the action of contacting the Policy Team and Sun Life to confirm.

Daryl confirmed that there is a \$19.4 M gain for 2009 and that the reserves are fully funded. The presentation highlights some of the variables that were taken into consideration in developing a rate recommendation.

Cathy requested that Sun Life be given more time in June to review the rates than we normally provide. Renée suggested GWL can also present results in June (rather than September) and an all day meeting may be required to accommodate all of the June agenda items.

Daryl confirmed that the LTD will have a rate decrease 10%, from \$2.80 to \$2.52 (combined employer and employee portions). At a \$50,000 salary, an employee will save close to \$100 in a year. Core to the decision to reduce the rate is the assumption that the focused work on Disability Management will continue.


Janet asked if the STDP 30 week waiting period had any impact on the rates. Luce confirmed that Sun Life is very conservative about the waiting period and this should not have any effect as they do their rate analysis over 5 years and the STDP is very new (Jan 1). In the long run, there is a potential for rates to decrease by default as the waiting period is longer than the current Sick Leave program.

Cathy asked for an update on the status of the DM RFP. Daryl confirmed that the selection should be completed this fall.

## **CPC Benefit Rates**

Presented by Renée Couture and Luce Blouin

Renée spoke about the hospital surplus and it was requested that benefits policy review and provide more information on usage of this benefit.



Cathy requested more information was requested on how Life rates are determined. Would like Sun Life to be available to present and answer questions.

Benefits Policy confirmed that the minutes of this meeting along with attachments will be provided to members as soon as possible following the meeting.

### **Provincial Disease Management Programs**

Presented by Sheila Barry-Carr

Sheila confirmed that Great-West Life (GWL) will be making an administrative change to how they handle claims for drugs that are covered under the various provincial disease programs. The effective date of this change is April 2011. The details of this change are attached as enclosures.

Benefits Policy to provide a copy of the letter that Great-West Life will be sending to employees advising them to apply for provincial coverage for their medication.

### **Reasonable and Customary Dispensing Fees**

Sheila presented that TELUS Health Solutions, which processes pay-direct drug claims for a number of insurers including Great-West Life, Sun Life, and Standard Life, will apply a reasonable and customary on the dispensing fee of \$11.99 on all pay-direct plans for all pharmacies in Ontario. This change was to be effective March 9, 2010 but has been changed to April 15, 2010.. This is applying the "Reasonable and Customary" (R&C) limit on dispensing fees, as per the contract with Great-West Life.

Cathy believes this to be a unilateral change to our benefits. Renée is to review this and come back to the Committee with findings.

Cathy requested that Benefits Policy provide a list of the 30 pharmacies affected. Sheila and Renee doubted that this was available but would check with Telus. Cathy and Geoff also requested the criteria that Telus uses to determine Reasonable and Customary.

Meeting ended at noon

Attachments:

Encl.

- EAP Results
- Atlantic Health Screening summary results
- Dispensing Fees for Ontario
- Rate presentation – EHCP, Dental, Life
- Rate presentation – Disability