

Local 1145- 1770- 1775 -3260
Group Insurance Trust Meeting
December 15th 2010

SUMMARY

Audit Report

Neil Handrahan, a chartered accountant from Bradley Shea Handrahan, presented the audit he did of our finances for 2009 and 2010. Financially the books are fine. He has made some suggestions and one of them being that need to make the Operating Account self-sustaining. We no longer have the luxury of drawing off the interest of the \$300,000 surplus. We have paid \$216,000 for the enhancements that have been added over the last 5 years. The last \$100,000 is locked in a GIC and the interest is only about \$400 per year. The Group Trust Committee roughly needs \$4000 per year to operate. The suggestion was made that each CUPE member contribute \$3 per year. This would provide enough funding for us to operate our committee.

Renewal Analysis

Peter Buntain our Mercer Rep provide us with a presentation on our over-all benefit use for last year. Our rates will need to be re-balanced. Single rates have been underpaying into the plan the last few years compared to the family rates. Singles will see in an increase in Health, whereas Families will see a decrease. Come April 2011 members will also begin to pay for the requested enhancements that have been added to the plan over the last 5 year.

The following are the proposed rates for April 2011:

Health ----- 12 Month Single Rate	\$93.71	\$3.97 increase
Health ---- 10 Month Single Rate	\$112.45	\$4.76 increase
Health ---- 12 Month Family Rate	\$227.70	\$1.37 decrease
Health ---- 10 Month Family Rate	\$273.24	\$1.64 decrease
Dental ----- 12 Month Single Rate	\$34.35	\$2.40 increase
Dental ----- 10 Month Single Rate	\$41.34	\$2.88 increase
Dental ---- 12 Month Family Rate	\$74.78	\$7.17 increase
Dental ---- 10 Month Family Rate	\$89.74	\$8.60 increase

Travel and Life Insurance will have no change. LTD will see a 0.13% increase.

Group Benefits Article in Both Collect Agreements

Since the four Locals all belong to the same Trust Committee it would make sense to have the articles in both their Collective Agreements read the same. Changes were suggested and agreed upon by the Trustees and by negotiating committees.

Trust Deed Changes

Several changes were suggested to update the Trust Deed. Trustees agreed to the changes. The

next step is to contact the Minister of Education.

Membership concerns:

Increase in eye wear coverage to \$250 as the Federal Government Health Plan.

To extend LTD pass the age of 60.

The Trustees discussed both of these concerns, but have decided that at this time no changes can be made to these areas.

Best Doctors

A research brief on Best Doctors developed by CUPE Regional and CUPE National was presented to the Trustees. Discussion took place after the Trustees had time to review this 13 page brief. Again no decision was made to add this to our plan. The Executive of Local 3260 has requested their 2 Trustees sustain from any vote on Best Doctors until their members have been provide information on Best Doctors. The Employer Reps were not able to vote at this time either. The Trustees will address this issue again when they meet in January.