

CONSULTATIVE COMMITTEE ON STAFF BENEFITS
Official Minutes
December 4 and 5, 2007

In Attendance:

Patricia Vincent	Senior Director, Total Compensation (Chair)
Jacqueline Turgeon	SCFP (Vice-Chair)

Voting Members:

M. Provost	SCRC	D. Oldfield	CMG
A. Levasseur	SCRC	M.-P. Laurin	CMG
F. Lewis	STARF	J. Soper	CMG
B. Celestino	STARF	R. Legare	CMG
R. Chartrand	APS	B. Saxberg	CMG
J. Gobeil	SCFP	G. Durocher	CMG
A. Whitley	CBC Pensioners' Association		

Participants:

R. Leblanc	Corporate Manager, Benefits, Ottawa
C. Martineau	Human Resources, Industrial Relations, Montréal
J.-M. Guérin	Human Resources, Benefits Plans Administration, Ottawa
B. Guttman	Human Resources, Toronto
P. Racicot	CBC Pensioners' Association (December 4 only)
M. Parent	Organizational Health and Wellness, Montréal (December 4 only)
C. Bélanger	Human Resources, Pension Administration (December 4 a.m. only)

Consultants:

B. Potvin	Mercer, Ottawa
L. Curran	Mercer, Ottawa

1. **Minutes of the previous meeting**

J. Turgeon (Vice-Chair) requested the addition of the Pension Plan to the agenda. It was added to 7. B Miscellaneous. She also mentioned that C. Godin (AR) was unable to attend this month's CCSB and that he had given his proxy to Ms. Turgeon to vote on the behalf of AR.

The new Senior Director of Organizational Health and Wellness, M. Parent, was introduced.

May 28, 2007 Special CCSB

J. Soper (CMG) requested that the minutes show that, during the March 22nd conference call, the unions indicated they would request a face-to-face meeting.

J. Soper (CMG) moved:

That the May 28, 2007 amended minutes of the Special CCSB meeting be adopted.

Seconded: J. Turgeon (Vice-Chair)

Carried.

July 12, 2007 Special CCSB

D. Oldfield (CMG) requested that it be shown that S. Poirier was an actuary.

J. Turgeon (Vice-Chair) moved:

That the July 12, 2007 amended minutes of the Special CCSB meeting be adopted.

Seconded: B. Saxberg (CMG)

Abstention: 1

Carried.

September 5 and 6, 2007

A. Levasseur (SCRC) requested that his name be corrected under item number 5.

J. Soper (CMG) moved:

That the September 5 and 6 CCSB amended minutes be adopted.

Seconded: A. Levasseur (SCRC)

Carried.

2. Follow-ups

2.1 Reasons for increase in absences 2006/2007.

R .Leblanc (Benefits) reported that a .10 increase in the days per full time employee was so small that the Corporation could not conclude that there is a meaningful increase in STD.

2.2 Any lump sum deposits made to the RRSP as a result of payments (time in lieu) made to CMG employees?

R .Leblanc (Benefits) reported that 13 CMG employees transferred their time in lieu reimbursement to the Group RRSP.

2.3 Provide CCSB members historical information on the employee funds on deposit including updated financial report.

Refer to item 6A of the agenda.

2.4 Savings as a result of introducing positive enrolment to the medical plan.

L. Curran (Mercer) gave a brief summary on positive enrolment and explained that it was introduced at CBC/Radio-Canada during the 1996-1997 fiscal year. Ms. Curran explained that positive enrolment typically provides savings in the order of 1 to 2 percent to a health care plan. In order to determine the impact positive enrolment has had on CBC/Radio-Canada's plan, it would have to compare with coordination of benefits numbers prior to the implementation of positive enrolment. She said that she had been unable to obtain reports prior to 1996.

D. Oldfield (CMG) recalled that they were provided with savings forecasts during negotiations in 1996. R. Leblanc (Benefits) reported that he searched for these documents but was unable to locate them. He said he would share them with this committee in the event he should find them.

2.5 Update on disbursement of funds since the beginning of the Special Assistance Fund.

Refer to item 6C of the agenda.

2.6 Written report on the status of the respect workshops and the budget.

Refer to item 4 of the agenda.

2.7 A. Response to request for SARDEC/UDA buy-back service.

C. Bélanger (Pension Plan Administration) announced that the Corporation would be recommending to the Board of Directors that full-time employees enrolled in the Pension Plan be allowed to buy back past periods of service rendered for the Corporation under previous UDA/SARTEC contracts. The buyback would be authorized under the same conditions as for ACTRA, namely:

- **Eligible employees**
 - Full-time employees enrolled in the Pension Plan whose service rendered under UDA and SARTEC contracts is limited to the following job classifications: researcher, documentalist, host, commentator, interviewer, newsreader, narrator, panellist, sports reporter and meteorologist
- **Elective service**
 - Years of full-time service in the abovementioned job classifications, after May 1, 1982
 - Years of freelance service excluded
 - Work periods of less than one month excluded
- **Cost**
 - Actuarial value
- **Conditions**

- It will be employees' responsibility to present copies of contracts to support the validity of their requests, if the Corporation is unable to locate said contracts.
- Affidavits are not accepted as proof.

Ms. Bélanger mentioned that a letter could be sent out to employees in February if the Board approves the recommendation in January.

B. ACTRA buy-back

C. Bélanger (Pension Administration) advised that CBC/Radio-Canada was prepared to recognize ACTRA service for buy-back purposes under the ACTRA Performers' Agreement based on the same constraints as other eligible ACTRA service and limited to those job classifications that were already identified in 2006; i.e. Hosts, Sportscasters, Traffic Commentators, assuming the service was full-time and not freelance. Currently, there are four specific cases. Two still do not qualify and two are being reviewed.

D. Oldfield (CMG) reported that there were issues re "burden of proof" with employees requesting buy-back of ACTRA service. He felt that the "bar was set too high" when contracts are not found and that affidavits should be acceptable when reasonable effort has been made to locate the contracts. While she understands the problems experienced in locating relevant contracts, Ms. Bélanger reported that the Corporation must have clear proof the employee worked full-time in an eligible category in order to recognize the service.

3. Long Term Disability

A. Mercer LTD Update

Gain/Loss Statement

The October 31, 2007 Gain/Loss Statement was sent by e-mail on November 28, 2007. B. Potvin (Mercer) guided the CCSB through the financial report. Even after the implementation of the ad hoc COLA on October 1, 2007, the experience continues to be favourable in 2007 and the in-year estimated gain has increased since the report presented at the last meeting. Mr. Potvin answered questions on how much effect the lower open claims had on the different reserves.

At the September meeting, Mr. Potvin was asked to cost a retroactive adjustment for those employees whose LTD benefits terminated before October 1, 2007. He provided the estimate and explained that the insurer's administration fees would be higher as it would have to reopen closed files. Given the volatility of LTD claims, it was decided to review this possibility and other plan improvements at a later meeting once the final results for 2007 are reported.

B. Ex-gratia case – see attached Appendix 1

4. Report on status of respect workshops

M. Parent (Health and Wellness) distributed an update on the rollout of the Respect Workshops and a summary of the upcoming scheduled workshops. There was concern surrounding possible trainer fatigue and the solutions to avoid this. A train-the-trainer session will be planned for early 2008. Ms. Parent also announced that J. Couvrette had been named the project manager of the respect workshops.

A detailed budget of the expenses was distributed. Ms. Parent provided background and answered some questions. D. Oldfield (CMG) explained that this update had been discussed at the previous day's Working Group meeting and that the CCSB has set aside \$250,000 for wellness initiatives such as the survey and flu vaccines.

D. Oldfield (CMG) moved:

That the CCSB approve the expenditure of approximately \$140,000 from the Special Assistance Fund (SAF) as its portion to date of expenditures incurred in the respect workshop initiative. The above expenditure is to be made from the \$250,000 made available for this initiative in a CCSB motion passed in March 2005.

Seconded: J. Turgeon (Vice-Chair)

Carried.

5. Optional Life Financial report

L. Curran (Mercer) distributed an update of the estimated financial position of the Optional Life Insurance Plans. She stated that a 10% rate decrease with a 2-year rate guarantee had been implemented in September 2007 for the Optional Life plan, and that there were sufficient funds available for a 3-month premium holiday starting in January 2008 for both employees and retirees. When asked about a permanent rate reduction, Ms. Curran suggested that given the historic claims volatility of the optional life insurance plan and the fact that it is insured, the best way to provide financial relief to employees at this time would be by approving a premium holiday. She recommended revisiting the surplus position at the September 2008 meeting.

J. Soper (CMG) moved:

That the CCSB approve a 3-month premium holiday of the Optional Life Insurance Plan for employees and retirees effective January 2008.

Seconded: B. Saxberg (CMG)

Carried.

6. Special Assistance Fund (SAF)

A. Review of the SAF Guidelines

R. Leblanc (Benefits) explained that the unions asked to review the SAF guidelines at the June meeting and had requested all documentation relative to the SAF, such as discussion papers, sources of funds, minutes and motions. That documentation was sent in August.

A summary of amounts paid from the SAF since 2000 was also distributed. Mr. Leblanc (Benefits) explained that it did not include any Wellness initiatives approved by the CCSB, only reimbursements from the SAF according to the approved guidelines. In addition, the budget approved at the March 2007 CCSB was based solely on the latter expenses.

There was a discussion regarding the overall objectives of the SAF and that there needs to be more discussion regarding whether the SAF should continue as is, or if it could be used exclusively for wellness initiatives or a combination of both. There was agreement that it needs to be discussed further. In the meantime, the SAF sub-committee will review the existing guidelines and suggest changes for a clearer direction by the next meeting.

B. SAF Claims

D. Oldfield (CMG) moved:

That the CCSB accept the SAF Claims Report recommended by the SAF sub-committee.

Seconded: R. Legare (CMG)

Abstention: 1

Carried.

For approved SAF Claims – see attached Appendix 2.

7. Miscellaneous

A. RRSP sub-committee

R. Leblanc (Benefits) explained that the RRSP sub-committee had not met in a number of years. Among its roles, the sub-committee is responsible for choosing the third party administrator and reviewing the investment options. It would have to meet in order to go over the current investment options and ensure they meet with CAPSA guidelines. The sub-committee will be comprised of J. Soper (CMG), A. Levasseur (SCRC), B. Potvin (Mercer) and R. Leblanc (Benefits). A meeting will be held before the March CCSB.

B. CBC Pension Plan

J. Turgeon (Vice-Chair) explained that the unions had discussed CBC/Radio-Canada's response of October 2, 2007 and had a motion to table. The motion was discussed before it was passed to vote in order to ensure it was understood and in order to explain the differences with the previously tabled motion.

M.-P. Laurin (CMG) moved:

WHEREAS; the CBC Pension Fund has a reported going concern surplus of **\$433 million**, and a solvency surplus of **\$131 million dollars**,

THEREFORE BE IT RESOLVED; that the CCSB directs the CBC to allocate the \$129.9 million of pension surplus in the following manner:

1) **\$12 million** as a contribution holiday to the CBC to recognize the additional funding for the 2005 solvency deficit payment,

2) **\$74.24 million** to be reimbursed to active and non-active members in a manner consistent with individual contribution levels,

3) **\$43.66 million**, representing one-third of the solvency surplus, to be retained in the pension fund.

Seconded: A. Levasseur (SCRC)

For	all others
Against	1 – P. Vincent (Chair)
Abstention	0

Motion carried.

The Chair was asked if her voting no constituted the CBC's official reply to the motion. P. Vincent (Chair) replied that this was management's vote. She said she would provide a formal response to the motion within 30 days. There was a discussion regarding the motion, about how it compared to the motion passed for the 2000 pension surplus and whether an actuarial costing would be required. D. Oldfield (CMG) noted that if the motion was rejected on the basis of additional administration fees to the Corporation, they would need the breakdown of these fees.

C. Total Rewards

P. Vincent (Chair) provided an update on the launch in the summer, and relaunch in the Fall, of the Total Rewards Statement. The comments received were generally positive and the number of visits to the site was impressive. There were some concerns expressed regarding the use of the term 'Rewards'. This problem was only experienced in the English Network since the French equivalent has a different connotation.

The unions explained that a number of employees were insulted with the use of the word 'Rewards' and urged the Corporation to change it. Ms. Vincent accepted the feedback and confirmed that it would be taken into consideration during the preparations for the second phase of the statement

D. Pension seminars

P. Vincent (Chair) gave an update on the seminars. Seminars to the end of February were full. Some financial challenges were experienced in assisting employees from smaller centres to attend seminars. Attempts will be made to include travel expenses in the budget for the next fiscal year.

8. Adjournment

Proposed: J. Soper (CMG)

Seconded: B. Celestino (STARF)

Carried.

9. Next meeting

The next meeting is scheduled for March 4 and 5, 2008.

Appendix 1 – LTD Ex-gratia case reviewed

A. Levasseur (SCRC) mentioned that he had just been informed of a case where LTD benefits have been terminated. He mentioned that he might have to contact CCSB members in December in order to request ex-gratia benefits.

Case 77

The union did not request an extension of LTD ex-gratia benefits. Benefits will therefore terminate at the scheduled date of December 9, 2007.

Case 79

G. Durocher (CMG) presented the case of an employee who was on absence without pay after the expiration of the 85-day STD period and annual leave. The request for ex-gratia is for 4 weeks in order to assist the employee financially and assist in repaying a salary overpayment. The member is back to work full time and the union is preparing an appeal to the insurer.

G. Durocher (CMG) moved:

That 4 weeks of LTD ex-gratia benefits be paid from June 26, 2006 to July 23, 2006.

Seconded: D. Oldfield (CMG)

In favour: 12

Against: 2

Abstain: 1

Carried.

Case 80

G. Durocher (CMG) presented the case of an employee for whom LTD benefits have yet to be accepted after the 85-day STD period. The insurer has requested additional medical information. There is a possibility that this could be refused on the grounds of a pre-existing disability. There was a discussion about accepting an ex-gratia claim that could ultimately be rejected on the basis of a pre-existing disability and when benefits would be terminated.

G. Durocher (CMG) moved:

That LTD ex-gratia benefits be paid effective November 9, 2007 until the earliest of the next CCSB meeting, the date the insurer accepts this claim within the terms of the contract, the date decided upon by an adjudication panel, or the date the employee returns to work full-time.

Seconded: A. Levasseur (SCRC)

In favour: 14

Against: 0

Abstention: 1

Carried.

Appendix 2 – Special Assistance Fund Claims accepted under item Number 7.

Case 2

That the SAF pay 100% for photodynamic laser surgery. The total payment will be \$940.

Case 74

That the SAF pay 100% for the purchase of the retiree's hearing aids. The total payment will be \$3,603.

Case 76

That the SAF pay 100% for massage therapy of the retiree's spouse. The total payment will be \$430.

Case 78

That the SAF pay 100% for the purchase of the retiree's hearing aids. The total payment will be \$1,450.

Case 79

That the SAF pay 100% for a hip surgery on the condition that the employee appeal the province's refusal to pay in writing and that original receipts are provided. The total payment would be \$3,780.