

**University of Waterloo**  
**Board of Governors**  
**PENSION & BENEFITS COMMITTEE**  
**Minutes of the 9 December 2022 Meeting**  
**[in agenda order]**

**Present:** Peter Barr (chair), Sara Cressman, Melissa Graham, Michelle Hollis, Lily Hua, William Povelofskie, Ranjini Jha, Jacinda Reitsma, James Rush, David Saunders, David Taylor, Tim Weber-Kraljevski (secretary)

**Regrets:** Tony Giovinazzo

**Resources/Guests:** Anata Alphonso, Linda Byron, Sarah Hadley, Lee Hornberger, Andrea Kelman, Cindy McCarthy, Sue McGrath, Chantal Moore, Allan Shapira, Ljilijana Skobo, Spencer Small, Michelle St-Amour, Tyler Wendland

**Organization of Meeting:** Peter Barr took the chair, and Tim Weber-Kraljevski acted as secretary. The secretary advised that a quorum was present. The agenda was accepted as distributed.

**OPEN SESSION**

The chair welcomed Jacinda Reitsma, Vice-President, Administration and Finance, to the Committee.

**1. APPROVAL OF THE 18 NOVEMBER 2022 MINUTES (OPEN SESSION) AND BUSINESS ARISING**

The following revisions were requested for the minutes: in Item 6 “RRP” should be corrected to “RPP”; and under Next Meeting the date should be corrected to 9 December 2022. There was a motion to approve the minutes with the requested revisions. Saunders and Jha. Carried.

**2. EXECUTION AGAINST THE WORK PLAN**

This item was received for information.

**3. UPDATE - WORKING GROUP TO REVIEW IN-VITRO FERTILIZATION COVERAGE**

Saunders provided the overview of the report provided, highlighting: the federal government’s proposed changes to the Medical Expense Tax Credit (METC); offerings from other employers and peer institutions; the limitations of the Ontario Fertility Program (OFP); Professor Cattapan’s assessment that the current coverage could be more equitable; that without any changes to the Income Tax Act, the only feasible way to introduce health benefits for surrogacy would be through a taxable benefit which has administrative challenges; and the potential options for the expansion of benefits offered. Hollis spoke to the legal advice sought by the University of Waterloo which found that the provision of In Vitro Fertilization (IVF) as currently covered by the University’s benefit plan is not discriminatory under the Ontario Human Rights Code. Members discussed: options for moving forward; concerns about equity; concerns with moving forward prior to the changes to the Income Tax Act; Bill C-32 and concerns with the potential timeline for royal ascent; and the possibility of following up with the other institutions also considering similar options. Following the discussion, members decided to adopt an active watching brief to monitor for changes that will allow for future action.

**4. UPDATE ON GREEN SHIELD CANADA IMPLEMENTATION**

Hornberger provided an update on the Green Shield Canada (GSC) implementation project, highlighting: no new items were identified through second transition analysis; the data shows no claims related to Provincially Covered Medication (Herceptin and Keytruda) being reimbursed for one of the two medications and a terminated claim for the other; the updated claims data will be used by GSC to generate 466 individualized letters; the differences in the standard, deluxe travel benefits for out-of-country coverage between Canada Life and GSC; and the updated comparison of UW and GSC standard plan designs. Hornberger presented four items from the material to the Committee for approval. Members discussed an expiry date for of the one-time exception process relative to expenses classified as compounds. There was a motion to approve the GSC recommendation of using 30 April 2023 as the expiry date for the one-time exception process relative to expenses classified as compounds. Taylor and Saunders. Carried. Members discussed GSC’s policy for dental lab fees. There was a motion to approve the

use of GSC's policy for dental lab fees. Hollis and Taylor. Carried. Members discussed GSC's maintenance supply policy. There was a motion to approve the use of GSC's policy for maintenance supply. Graham and Hua. Carried. Members discussed benefits covered during international sabbatical and the content on Human Resource's website which indicates "reasonable and on-going medical expenses that would have been covered by the provincial healthcare plan at home". There was a motion to approve option 1 to remove "routine and ongoing coverage" for international sabbaticals. Jha and Taylor. Carried.

**5. MAXIMUM PENSION LIMITS AND CAPS**

McGrath provided overview of the report, which was received for information.

**6. OTHER BUSINESS**

Members discussed the annual luncheon scheduled for 20 January 2023 and were supportive of holding the luncheon and the next meeting in-person.

**NEXT MEETING**

The next regular meeting is scheduled for Friday, 20 January 2023, 10:30 a.m. – 12:00 noon.

10 January 2023

Tim Weber-Kraljevski  
Associate University Secretary