

**University of Waterloo**  
**Board of Governors**  
**PENSION & BENEFITS COMMITTEE**  
**Minutes of the 7 October 2022 Meeting**  
**[in agenda order]**

**Present:** Peter Barr (chair), Melissa Graham, Michelle Hollis, Lily Hua, Dennis Huber, Ranjini Jha, David Saunders, Mike Steinmann, David Taylor, Tim Weber-Kraljevski (secretary)

**Resources:** Linda Byron, Sarah Hadley, Lee Hornberger, Joan Kennedy, Sue McGrath, Allan Shapira, Tyler Wendland

**Guests:** Colleen Burke, Jessica Fennema, Vivek Goel, Ally Hrubik, Kathy Johnson, Sheryl Kennedy, Lisa Kramer Johanna Lohrenz, Cindy McCarthy, Steven Millan, Chantal Moore, Andrew Naples, Sebrina Natalizio, Gale Rubenstein, Nancy Schrubert, Natalizio Sebrina, John Tartt, Barbara Zvan

**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**

**1. UPP PRESENTATION**

The UPP representatives provided a high-level overview of their administrative processes and structure, a comparison of the UPP and the Waterloo's pension plans, and an overview their Climate Action Plan. Following questions from members, UPP also provided overview of their investment approach, growth plan, and the logistics of adding additional universities.

**2. APPROVAL OF THE 16 SEPTEMBER 2022 MINUTES (OPEN SESSION) AND BUSINESS ARISING**

The following revisions were requested: in section 7, item 3, replace the word proposes with purposes; and correct the Next Meeting to be Friday 7 October 2022. There was a motion to approve the minutes with the requested revisions. Saunders and Jha. Carried.

**3. EXECUTION AGAINST THE WORK PLAN**

This item was received for information.

**4. UPDATE ON GOVERNMENT PENSION PLAN INITIATIVES**

There was nothing new to report under this item.

**5. REPORT FROM THE PENSION INVESTMENT COMMITTEE**

Kennedy provided a correction to the report, that the fund return was behind the performance objective, not the benchmark. The fund outperformed against the asset mix benchmark by +0.42%. Kennedy also spoke to the report, highlighting: the current market volatility; the Real Estate Investment Manager search and the increase of real assets for the fund; and upcoming items scheduled in the two-year work forward plan.

**6. FUNDING POLICY FOR THE REGISTERED PENSION PLAN**

Huber and Shapira provided an overview of the history and rationale of the proposed funding policy, highlighting: that the proposal reflects the current practices; that while there are no regulatory requirements to have a funding policy, it is considered best practice; and that it should be a living document. Members discussed the goal of the document and potential future regulations. Members were encouraged to provide feedback outside of the meeting. A final version of the Funding Policy will be presented at the November 2022 meeting for approval.

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

Hornberger and Kennedy provided an update on the of the Green Shield Canada (GRC) implementation and as a continuation from the previous meeting presented several items from the material that require awareness and understanding and/or decisions by the Pension & Benefits Committee to move forward. Members discussed item 8.

Compounds. A motion was heard to approve Option 2: Implement GSC's Compound Policy and allow a one-time claims exception process. Letters will be sent to plan members referring them to speak to their physician to determine whether their compound will be an eligible expense and if declined, the plan member would contact GSC's call centre and the claim could be pushed through as a one-time exception, but no subsequent claims would be processed. Members would be notified by GSC of the one-time exception at the time of reprocessing. Huber and Hollis. Carried. Item 12. Narcotic Policy, was received for information. Members discussed Reasonable & Customary (R&C) Charges. A motion was heard to approve Option 2: Place a percentage buffer on GSC R&C amounts to be removed at a future date as GSC's R&C limits increase. Taylor and Huber. Carried. Lee reported that a second transition analysis will be performed in November 2022 with "top up" claims data to identify additional issues, if any. An overview of administration process and a comparison of UW and GSC standard plan designs were received for information. Members reviewed the standard programs and services offered by GRC available with no additional cost. A motion was approved authorizing GSC to add the Digital Pharmacy (Health Depot), Specialty Care Program, Virtual Physiotherapy (Phyzio Canada), Virtual Orthodontics (SmileDirectClub SDC), and Virtual Mental Health (Tranquility) to EHD benefits plan at no additional cost. Huber and Hua. Carried. Members reviewed the optional programs and services with additional cost. Members heard that a Green Shield Information Session will be scheduled for Members before Pension & Benefits Committee before presenting it to the campus community.

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

Saunders reported that the Working Group received an update from AON that estimated the cost of extending the in-vitro fertilization coverage was around \$18,000 a year, and it also received more information on Starbuck's coverage. As well the Working Group received a presentation from Professor Alana Cattapan who indicated that Waterloo's plan could be more equitable, and that Ontario's Fertility Program can be difficult to navigate. Professor Cattapan suggested that Waterloo could provide fertility benefits without having to first access the provincial benefits (through the Ontario Fertility Program). The Working Group is currently requesting further information on this option before making a recommendation.

#### **9. OTHER BUSINESS**

Members discussed the UPP presentation. The chair will meet with Huber, Shapira and the secretary, and will bring back next steps to the November 2022 meeting.

#### **NEXT MEETING**

The next regular meeting is scheduled for Friday 18 November 2022, 9:30 a.m. – 12:00 noon.

11 November 2022

Tim Weber-Kraljevski  
Associate University Secretary