

University of Waterloo
Board of Governors
PENSION & BENEFITS COMMITTEE
Minutes of the September 13, 2024 Meeting
[in agenda order]

Present: Trevor Askes, Linda Blair, Sara Cressman, Elizabeth Demers, Danielle Deveau, Teresa Fortney (Chair), Melissa Graham, Sarah Hadley, Michelle Hollis, Lily Hua, Jacinda Reitsma, David Taylor, James Thompson, Sarah Willey-Thomas (Secretary)

Resources: Anata Alphonso, Aubrey Basdeo (2), Linda Byron, Melanie Figueiredo, Patricia Hancock, Lee Hornberger, Sue McGrath, Scott Palmer (3), Allan Shapira, Holly Taylor, Christine Than, Jessica Tran, Tyler Wendland

Guests: Yessenia Guerrero

OPEN SESSION

1. Agenda and Minutes

1.1. Declarations of Conflict of Interest

No conflicts of interest were declared.

1.2. Approval of Agenda

Graham and Hollis.

That the September 13, 2024 meeting agenda be approved.

CARRIED

1.3. Approval of June 11, 2024 Minutes

Hadley and Graham.

That the minutes of the June 11, 2024 meeting be approved.

CARRIED

1.4. Business Arising

There were no matters of business arising.

2. Reports from Sub-Committees

2.1. Report of the Pension Investment Committee

Aubrey Basdeo presented the report from the Pension Investment Committee, as included in the agenda package. The Committee discussed that there is a difference in approach to reporting contributions in transit in the market value of the pension plan investments between the investment performance reporting prepared by Eckler and the pension risk management dashboard prepared by Aon. The Committee further discussed consistent investment underperformance relative to the benchmark; changes to the portfolio since the establishment of the benchmark; relevant industry benchmarks; and further investigation by the Pension Investment Committee.

Aubrey Basdeo left the meeting.

2.2. Summary of Total Fund Investment Performance

The Committee received the Summary of Total Fund Investment Performance for information.

3. Benefits

3.1. Health Care Spending Account

Jacinda Reitsma presented the Health Care Spending Account. The Committee discussed a consistent approach to a benefits program; impact on retirees and whether the benefit would be extended to retirees; cost for extending the benefit to active employees; increasing costs of providing the dental and extended health benefits; introduction of other new benefits to employees; cost of implementation as compared to staff FTE; benefits principles; arbitrator decision for FAUW regarding the HCSA; financial challenges faced by the University; role of Committee members to act in the best interest of the University.

Sara Cressman joined the meeting.

3.2. Extended Health Benefit

3.2.1. Biosimilar Transition Program

Scott Palmer and Christine Than presented the Biosimilar Transition Program by Aon. The Committee discussed the GreenShield exception process and impact of the program on lifesaving medications, including cancer medications.

3.2.2. Plan Design Amendment – Gender Affirmation, Prescribers for Medical Equipment, Biosimilar Transition Program

Lee Hornberger presented the Plan Design Amendment report. The Committee discussed the estimated cost for gender affirmation coverage and coverage for medical equipment (and other prescriptions) where prescribed by a nurse practitioner.

3.3. Green Shield Update

Hornberger presented the GreenShield Update as included in the agenda package.

4. Pension

4.1. Pension Risk Management Dashboard

Linda Byron presented the Pension Risk Management dashboard.

4.2. Cost of Living Adjustments

4.2.1. Pensionable Earnings for Members on LTD

Lee Hornberger presented the cost of living adjustments.
Taylor and Hua.

That the Pension & Benefits Committee approve to index salaries by 3.9% for pension purposes for members in receipt long-term disability benefits ("LTD"), effective May 1, 2024. CARRIED

4.3. Plan Text Amendment to reflect revised Policy 76/77 – Definite Term Lecturers

Lee Hornberger presented plan text amendments related to recent changes to Policy 76 and Policy 77.

Graham and Thompson.

That the Pension & Benefits Committee recommend the pension plan text be amended to replace references to "Definite Term Lecturers" with "Definite Term Assistant Professors, Teaching Stream", effective September 1, 2024. CARRIED

4.4. Fairness Protocol – Maximum Contribution Limit