

**University of Waterloo**  
**Board of Governors**  
**PENSION & BENEFITS COMMITTEE**  
**Minutes of the 16 June 2023 Meeting**  
**[in agenda order]**

**Present:** Sara Cressman, Elizabeth Demers,, Melissa Graham, Mary Hardy, Michelle Hollis, Lily Hua, William Povelofskie, James Rush, Jacinda Reitsma (chair), David Saunders, David Taylor, Sarah Willey-Thomas (secretary)

**Regrets:** Aubrey Basdeo, Teresa (Fortney), Sue McGrath, Tyler Wendland

**Resources/Guests:** Carson Brett (EY), Linda Byron (Aon), Sarah Hadley, Patti Hancock, Blaine Hertzberger (EY), Lee Hornberger, Allan Shapira (Aon), Michelle St. Amour

**Organization of Meeting:** Jacinda Reitsma took the chair, and Sarah Willey-Thomas acted as secretary. The secretary advised that a quorum was present. The agenda was accepted as distributed.

**OPEN SESSION**  
**In agenda order**

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

Sarah Hadley delivered the report on behalf of Aubrey Basdeo. Hadley presented the PIC report and there was a request regarding the net of fees return to be brought forward at a future meeting

**2. MINUTES OF THE 19 MAY MEETING (Open Session) AND BUSINESS ARISING**

The Committee reviewed the meetings of the May 19<sup>th</sup> meeting and noted an amendment to add the following regarding the March 2023 contributions for the RPP, “The amount of the March 2023 contributions to the RPP are not yet reflected in the Aon dashboard due to being in transit at that date. The amount in transit is \$9.4M.” The minutes were further amended to note that that regarding GreenShield “The Committee’s decision was made on the commitment that it that another decision will be brought forward to a future meeting.” Taylor and Saunders. Approved as amended.

Allan Shapira shared additional details regarding the discount rate used in the most recent actuarial valuation of the University of Waterloo Pension Plan.

**3. EXECUTION AGAINST THE WORKPLAN**

The work plan was presented for information, noting an orientation for new members would be provided in September and that further information for bringing forward new motions would be outlined in the near term as well.

**4. HUMAN RESOURCE UPDATE**

a. Employee and Family Assistance Program (EFAP)

Michelle Hollis presented the EFAP, noting that while noted as for information, historically there has been a motion for this item; the Committee heard and overview of the RFP process and increase in budget. The Committee discussed other alternative providers.

**Motion:** to approve that the University signs a new 5-year contract (renewable for 2 years) with Homewood Health. Hollis and Graham. Carried.

b. Family Planning Benefit

Hollis presented the Family Planning Benefit. The Committee discussed timing of the proposal relative to September, coverage of benefit to extend to surrogates; work with GreenShield to develop the product with all details in September. The Committee agreed to amend the motion by consensus to add the word Plan at the end of the motion for clarity.

**Motion:** to recommend to the Board of Governors, an amendment to the extended health benefit relative to the In-vitro Fertilization (IVF) provision as follows:

- I. Revise coverage by removing the exhaustion of the provincial coverage requirement
- II. Removing the two-cycle limit for coverage (while maintaining the \$30,000 maximum)
- III. Extending eligibility to individuals who are acting as surrogates for members of the benefit plan.

Hollis and Saunders. Approved as amended.

c. GreenShield update

Hollis presented the GreenShield update, noting some of the major concerns that have been raised; and that GreenShield would be invited to present at the next meeting to provide details regarding the policy and to address concerns raised by the Committee. The Committee discussed seeking clarity on the policy; discrepancies in the policy; opportunity to discuss in closed session; concerns regarding off label usage; future decision points; review of option selected in Fall 2022 in September; and further consideration of gender affirmation surgery benefit and associated costing for the September meeting.

Hollis presented a support model in place for employees contacting GreenShield.

**5. UPP REVIEW – FUNDING STRUCTURE PLAN DESIGN**

Shapira presented the UPP review, noting participating universities; structure of benefits for active and retired members; impact of transition to UPP; funding structure; ten-year transitional period and obligations during that transitional period; similarities and differences in retirement dates to UW Plan; accrual rate above and below YMPE; no hard dollar cap on UPP; and indexing of the UPP at 75% of CPI. The Committee discussed transitional period if UW's pension is fully funded; impact of 50/50 cost sharing; reason for a cap on the UW Plan; and governance of the UPP.

**6. POTENTIAL REVISIONS TO THE PESION PLAN**

a. Considerations for Review of Plan Design Change

Reitsma provided a summary of the considerations, developed in collaboration with the Chair.

b. COLA Proposal

Mary Hardy delivered a presentation, noting challenges with increases in cost of living for lower income individuals; savings levels possible by level of income and benefits to lower income earners of this proposal. The Committee discussed impact of GreenShield denying a health benefit for lower income pensioners; need to assess competitiveness of pension with the proposed adjustments; USG of most staff members and equity issues with the proposed COLA proposal; community consultation required for a change; and complexity of administering the proposal.

c. Current COLA Process

Shapira noted the current COLA provisions as outlined in the agenda package.

d. Impact of CPP Enhancement on the University of Waterloo Pension Plan

Shapira outlined the impact of CPP enhancement on the University of Waterloo Pension Plan. The Committee discussed the impact of the CPP increase relative to the Plan. The Committee agreed by consensus that next steps are for HR and Finance to provide some comments on and for Aon to cost both proposals.

**7. OTHER BUSINESS**

The Committee discussed concerns regarding implementation of bereavement leave for CUPE staff; approach for managing claims with GreenShield outside of the eligibility period; and one edge case scenario for which the pension projection tool did not calculate early retirement correctly. The Committee further discussed possible next steps in solving the above matters.

