

**University of Waterloo**  
**Board of Governors**  
**PENSION & BENEFITS COMMITTEE**  
**Minutes of the 18 June 2021 Meeting**  
**[in agenda order]**

**Present:** Peter Barr, Terrence Birmingham, Ted Bleaney, Sara Cressman, Tony Giovinazzo, Mike Grivicic (secretary), Michael Herz, Dennis Huber, Ranjini Jha, Jim Rush, David Saunders, David Taylor, Marilyn Thompson, Ken Vetzal

**Consultant:** Linda Byron, Allan Shapira

**Resources:** Sarah Hadley, Lee Hornberger, Joan Kennedy, Sue McGrath

**Organization of Meeting:** Peter Barr took the chair, and Mike Grivicic acted as secretary. The secretary advised that a quorum was present. The meeting was held via videoconference. The chair welcomed Cressman and Taylor as new members to the committee.

**1. APPROVAL OF THE 14 MAY 2021 MINUTES (OPEN SESSION) AND BUSINESS ARISING**

The minutes were approved as distributed.

**a. Follow up activity re: Policy 23/59 legal opinion.** Hornberger observed that Bill 124 would have an impact in some areas under consideration. By consensus the committee agreed that the interpretation of the ten-year eligibility criteria is such that the ten-year period shall be deemed to have commenced on the earlier of the start date of the regular ongoing appointment or with the start of participation in the temporary benefits program (for those not having a regular ongoing appointment). This interpretation would apply to both Policy 23 and Policy 59 wording as defined in the group's mandate.

**b. Update re: benefits plan implementation.** Huber noted that in discussion with Vetzal, the query was resolved before the meeting.

**2. EXECUTION AGAINST THE WORK PLAN**

This item was received for information.

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

Shapira noted that the University Pension Plan comes into effect on 1 July, and that the SIPP for said plan and other documents/policies related to investments will come forward in the coming weeks.

**4. PENSION RISK MANAGEMENT DASHBOARD, Q1 2021**

Byron provided an overview of the distributed material. Members observed that interest rates may rise in the future.

**5. INVESTMENTS UPDATE, Q1 2021**

Huber spoke to the exhibit and noted the inclusion of 15 year performance data.

**6. BENEFITS UTILIZATION REPORT**

Kennedy provided a PowerPoint presentation. Member discussed: would be good for HR to discern patterns/trends in long-term disability from the gathered data; data is shared with Healthy Workplace Committee, and analytics may suggest focused initiatives for the future; increased incidence of mental health utilization is seen across industries; may need to track COVID-related illness, including "long COVID"; would be good to obtain average terms on long-term disability by employee group.

**7. PROGRESS ON BENEFITS PLAN MARKETING PROCESS**

Byron discussed: working group continues with support from Aon; procurement is supporting RFP process; potential to include alternate LTD designs; general plans and timelines for RFP; aim to bring forward a recommendation for October 2021.

**8. ANNUAL REVIEW RE: BENEFITS ADDED/REMOVED FROM INSURED PLANS IN THE MARKET**

With the benefits plan marketing activity, the committee agreed with the chair's determination that this item may be bypassed in 2021 and will resume in 2022.

**9. DISCUSSION POINTS RE: ENDORSEMENT OF RESPONSIBLE INVESTMENT ADVISORY GROUP RECOMMENDATIONS BY THE BOARD OF GOVERNORS**

Jha spoke to the distributed material, noting the good work done to date and for the amendments that were made, and expressing that a written legal opinion would be useful to support the position that was taken. Members discussed: some concern that the Board's working group did not have representation from this committee; PIC is currently examining potential changes to the SIPP; the university commits to address concerns/problems and to work with stakeholders in finding solutions; concern that the portfolio emissions targets set may be too firm; metrics for measuring targets are expected to be changed and improved with time; recommendations focused on financial considerations and fiduciary duty. This matter will be brought to the upcoming meeting of the Pension Investment Committee.

**10. ANNUAL REVIEW OF COMMITTEE TERMS OF REFERENCE**

The chair noted the governance review in progress, and encouraged members to send observations via the secretary.

**11. COMMITTEE SELF-ASSESSMENT SURVEY**

The chair requested that some time be taken by members to complete surveys. Members suggested that orientation materials could be useful, and the secretary will follow up with Aon and Hornberger on this.

**NEXT MEETING**

The next regular meeting is scheduled for Friday 10 September 2021, 9:30 a.m. – 12:00 noon.

3 September 2021  
*amended 10 September 2021*

Mike Grivicic  
Associate University Secretary