

**University of Waterloo**  
**Board of Governors**  
**PENSION & BENEFITS COMMITTEE**  
**Minutes of the 11 February 2021 Meeting**  
**[in agenda order]**

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

**Regrets:** Michael Herz

**Consultant:** Linda Byron, Allan Shapira

**Resources:** Sarah Hadley, Lee Hornberger, Samantha Lou, 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. One additional item was added as item 10 of the agenda in open session.

**1. APPROVAL OF THE 15 JANUARY 2021 MINUTES (OPEN SESSION) AND BUSINESS ARISING**

Items 1 and 2 were taken together, and a motion was heard to approve both sets of minutes as distributed. Bleaney and Huber. Carried.

**2. APPROVAL OF THE 25 JANUARY 2021 MINUTES (OPEN SESSION) AND BUSINESS ARISING**

See item 1.

**3. EXECUTION AGAINST THE WORK PLAN**

This item was received for information.

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

Shapira noted the recent insolvency at Laurentian and observed that such a process would not be expected to result in a wind up of that university's pension plan; the court-appointed monitor has requested that special payments be stayed until the main process is settled. Members discussed: Waterloo continues to make regular payments to provincial Pension Benefits Guarantee Fund; any changes to pension benefits at Laurentian would be in the future service formula; accrued pensions would not be expected to be impacted.

**5. BENCHMARKING UW PENSION PLAN VS. COMPARATORS**

Shapira provided a short overview, noting that Aon regularly conducts environmental scans of other comparator plan when Waterloo plan changes are being contemplated. The Waterloo plan could be considered typical of the sector, though there are also hybrid plans and defined contribution plans. Members discussed: in comparison to other institutions, governance oversight re: pension is active and robust at Waterloo; some other universities mainly deal with pension matters during collective bargaining; retirement incentives usually reside outside of pension plans; difficult to compare funded status of plans, given varying filing dates of valuations at each institution. It is expected that a version of the analysis will be provided as part of the report to the Board of Governors to the April 2021 meeting.

**6. ANNUAL COST OF LIVING ADJUSTMENTS**

Item (a) was received for information. Members noted that the maximum COLA adjustment for deferred members is determined by the guiding principles approved by the committee in November 2015. A motion was heard to approve the COLA adjustment of 0.717% to deferred pensions. Huber and Giovinazzo. Carried. A motion was heard to approve an indexation increase for members on LTD of 0.717%, according to the approved guiding principles. Bleaney and Giovinazzo. Carried.

**7. INVESTMENT STATUS OF PAYROLL PENSION PLAN**

Hadley provided an overview, and the item was received for information.

**8. DRAFT 2020 REPORT TO THE COMMUNITY**

The secretary provided an overview of the draft and members directed that additional detail on the funded status of the plan be included, in light of recent media coverage of Laurentian.

**9. NEXT STEPS – EXCERPT FROM APPROVED AMENDMENTS TO EMPLOYEE BENEFITS**

By consensus, members agreed that members of the Holistic Benefits Working Group will continue engagement on this file to implement the Board-approved recommendation. Huber offered to supply a resource from Finance in support, and members noted that the School of Optometry & Vision Science ought to be engaged on the suggestions made at the February 2021 meeting of the Board of Governors.

**10. PENSION RISK MANAGEMENT DASHBOARD – Q4 2020**

Byron spoke to the dashboard, noting the plan's funded status on going concern, solvency and hypothetical wind up bases. Members observed that it may be prudent to file a valuation with the regulator this year.

**OTHER BUSINESS**

There was no other business. The committee proceeded into confidential session.

**NEXT MEETING**

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

8 March 2021  
*amended 17 March 2021*

Mike Grivicic  
Associate University Secretary