



Agenda

Labour Management Relations Committee (LMRC)

July 11, 2019 @ 3:00 pm in Karla's Office, UCC

1. Monthly Health/Dental Plan Performance Update

Staff Plan

Your plans' overall claims decreased slightly in May, though not even to result in an overall surplus. Although overall claims decrease, your health plan actually experienced an increase that resulted in a deficit of \$2,120, mainly due to prescription drugs claims. Your dental plan, however, had another great month and accumulated a surplus of \$448.

The fiscal year is over and, unfortunately, your plans ended the year in an overall deficit position of \$14,546. That being said, there are a couple bright spots to point out:

-- The health plan was underfunded, but the main factor in its \$9,516 deficit for the year was one prescription drugs claim in September that was paid at the \$5,000 yearly maximum. If you ignore September's experience, the other 11 months experienced a deficit of just \$3,657.

-- The dental plan ended the year with a deficit of \$5,029. However, if you just look at the experience since January (i.e. when the new rates were implemented) the plan actually made \$2,469. This is a huge win for the USC and the result of a lot of work on your part!

Updated break-even rates (pre-tax) using the most recent 12 months of claims and enrolment (ignoring the temporary double-executives):

Health plan - \$78.83/\$197.06 (\$68.03/\$169.07 currently)

Dental plan - \$46.75/\$116.88 (\$52.25/\$128.63 currently)

2. Benefit Coverage for Cannabis/CBD
3. Union Performance Appraisals
4. Gazette Positions/Creative Services
5. Advocacy Services Position
6. Benefit Eligibility at Age 70
7. New Business