

## TEAM Committee Report

**Committee:** Pay and Benefits

**Members:** Darlene Buan & Bob Linsdell

**Author:** Bob Linsdell

**Date:** January 13, 2010

### Health and Insurance Plans

- **JBC Meeting:** The last JBC meeting was November 10, 2009, and was covered in this committee's December 8<sup>th</sup> report.

JBC members communicate between meetings via email, and progress was made on a number of important issues for our members, namely, a dental plan reopener and, after many years of pushing, a Blue Cross reopener.

- **Dental Plan Reopener:**

- Only a small number of employees, mostly TEAM members, were affected.
- The re-opener occurred in December 2009; five of the 19 employees not already in the plan applied to participate.

- **Blue Cross Reopener:**

- The reopener will be going ahead, with enrolment forms going out to employees around the middle or end of January, 2010.
- There will be a three-week enrolment window, and the plan effective date will be April 1, 2010.
- The company will not increase the level of their current \$75K annual contribution to the health plan due to 2010 budget challenges.
- For employees joining the plan through the reopener, the premium will be \$5 per month higher than for existing plan members participating in the family extended plan. Everyone will pay the same Single or Family rate following plan renewal with Blue Cross in July 2010.

Rate comparison:

	<u>Single</u>	<u>Family</u>
Current Plan Members	\$25.41	\$69.46
New Plan Members	\$26.78	\$74.46

- **Dental Plan**

- The Dental Plan deficit has been eliminated as a result of lower claims and past premium increases.
- Premium rates will remain unchanged for 2010.
- Employee premiums are \$7.72 for Single coverage and \$21.18 for Family coverage.

- **Group and Dependant Life**

- Premium rates will remain at current levels for 2010.

### **MTS Pension Plan**

- **Pension Committee:**

- The TEAM Pension Committee met October 14, 2009. The TEAM Representative attended, however a report has not been received by the office or the Board.
- MTS has still not provided the committee members with the minutes of the October meeting.
- The next meeting will be around the May/June timeframe, Bob Linsdell will be attending.

- **Pension Lawsuit:**

- We are still waiting to hear that the judge has finished writing his decision.
- There are some indications that the decision will be delivered soon.

- **Pension Formula:**

- The methodology used by the Company in calculating pension payments has resulted in lower monthly pension payments for retirees than we believe they are legally entitled to. Estimates suggest that 73% of retirees are negatively impacted by \$5 to \$40 per month.
- The Company and unions are looking at opinions to resolve this issue.

- **DC Pension Plan:**

- TEAM's legal response is dependent on the lawsuit decision.
- A joint union meeting will be convened to review our position on the DC.