

TEAM Pay and Benefits Committee Report

Author: Bob Linsdell
Date: June 14, 2010

Health and Insurance Plans

- **JBC Meeting:** The last Joint Benefits Committee meeting was held on May 3, 2010. The next meeting has not yet been scheduled.
- **Blue Cross Rate Increase**

Effective July 2nd, the rates for Extended Blue Cross will increase by 4.7%, as per the below table:

Type of Benefit	FROM		TO	
	Single	Family	Single	Family
Ambulance & Semi-Private Hospital Benefits Only	\$1.20	\$2.90	No change	No change
Extended Health Benefits (includes Ambulance & Semi-Private Hospital Benefits)	\$25.41	\$69.46	\$26.85	\$74.00

There are two plan improvements to the Extended plan:

- Athletic Therapy coverage increased to \$450 per year effective.
- Ambulance, Semi-Private Hospital coverage increased to 100% from 80%.

A JBC bulletin will be sent to all employees.

- **Blue Cross Improvements**

Blue Cross has provided a list of potential plan improvements and associated costs (attached). As these improvements carry a price tag, it is recommended that a survey of the members' needs, and willingness to pay, be undertaken.

If all the improvements were implemented, employee premium costs would increase by approximately 55%.

- **Blue Cross Drug Analysis**

The costs to perform a drug utilization review (DUR) have been provided.

- Drug Utilization Review in isolation: \$3000 plus GST
- Comprehensive review, which includes DUR, EAP utilization review, Healthcare claims (non-drugs) review and Disability claims review; with subsequent correlation of results: \$8500 plus GST

The Company covered the cost of the review last time.

- **Dental Plan**

The Company appears anxious to implement the contribution holiday, however, IBEW has brought it to the Company's attention that the Dental Plan forms part of their CBA and expects to have more discussion on the matter. The dental plan also forms part of the CEP CBA.

- The amount of the surplus has not yet been shared with the unions.
- The main beneficiary from a contribution holiday will be the Company.
- Contribution levels are 80% Company, and 20% employees.

MTS DB Pension Plan

- **Pension Formula**

On behalf of the union and TRAM Pension Committee members, IBEW have written the Company and asked for their position on the formula. This request was sent May 31, 2010; no response has been received.

- **Pension Lawsuit**

Due to scheduling problems at the Court of Appeal, the hearing of the appeal has been moved from December 6 through 8 to December 13 through 15, 2010 inclusive.

MTS' application for a stay of Justice Bryk's decision will be heard at the Law Courts Building, 408 York Avenue, on June 22, 2010 at 10:00 am.

- **Pension Financial Report**

We understand that MTS has in its possession the pension plan financial report. A meeting of the Pension Committee is expected soon.

MTS Healthcare Plan Potential Plan Improvements

<u>Item</u>	<u>Monthly Rate Increase (Single/Family)</u>
1. 100% Visioncare (eyewear and exams) to maximum of \$200 per person per 24 months	\$3.50/\$10.45
2. 80% coverage for Eye Exams to maximum of \$90 per person every 24 months	\$.85/\$2.00
3. Increase Physiotherapist maximum to \$450/yr	\$.10/\$.25
4. Increase Psychologist maximum to \$450/yr	\$.05/\$.10
5. Increase Athletic Therapy maximum to \$450/yr	No change
6. Combined Physiotherapist/Athletic Therapy maximum of \$450/yr	\$.10/\$.25
7. Add Chiropractor coverage at 80% to \$450/yr	\$3.95/\$10.30
8. Add Massage Therapy coverage at 80% to \$450/yr (requires prescription)	\$3.95/\$10.30
9. Add Unlimited Travel Health insurance at 100%	\$1.70/\$3.40