

## **Benefits Committee Report 2019/ 2020**

Over the years several informal agreements have been made with departments that would allow retirees from the university to continue to access services as retirement benefits. These services include: parking permits, library privileges, Netlink accounts, Computer store and HELP desk access and Vikes basic recreation membership. As the ONE CARD system was implemented we became aware of the tentative nature of our access to many campus services and were forced to restructure our membership categories and related benefits. Over the past two years our Board members have been working with administration to solidify the long standing agreements and gain wider recognition of the value of UVic retirees in the success of the organization. The perseverance of these Board members has been critical in maintaining our on- campus benefits.

As an independent society The University Club has been able to continue to offer excellent rates and activities for all UVRA members and I would like to thank Peter for his work in representing the UVRA on the University Club Board.

External benefits include extended health insurance, travel insurance and Employee and Family Assistance programs. We continue to offer three options for Extended Health and Dental Insurance through the university contracted Pacific Blue Cross, our exclusive provider Johnson Inc. and the CURAC affiliated Retired Teachers of Ontario. The past three months have provided challenges to the travel insurance aspects of these plans. Extended Health and Dental enrollments have remained stable with providers experiencing significant increases in questions and claims regarding Medoc and Enhanced Travel coverage. Throughout the development of restricted travel our Johnson reps have been very conscientious about keeping us up to date with the coverage and claims load that they are experiencing.

Human Resources had an increase of 6 new members to the Pacific Blue Cross plan bringing the number of retiree policy holders to 397. The Johnson Plan has remained stable with 86 MEDOC policies, 211 Extended Health policies and 126 Dental Care policies in force, providing an Administrative Service Allowance revenue to our organization of approximately \$9000.00. Feedback about the RTO plan has been very positive and many of our members are finding the RTO plan appropriate to their needs especially with a longer trip coverage allowance of 93 days. Johnson will be adding a 93 day option to the Prestige Travel coverage in September.

The university administered Employee and Family Assistance program offered through Morneau Shepell reports 3% of the users were retirees last year, women accessed the services most frequently at 78% and October and November were the months services were most frequently requested. The top three issues for the University community were personal, mental health and stress issues.

Prior to the impact of the COVID19 Virus, we were developing interesting relationships with two tour providers, Collette and Trip Merchant, through our CURAC connection. Both companies offer quality travel tours throughout the world and are catering to the retiree demographic. These companies offer a variety of marketing and leadership opportunities and I am hoping that we will be able to work closely with the companies when pleasure travel resumes.

I will be leaving the Board this year and I am very grateful for this opportunity to work with the extraordinary people who have not only built this organization but who have taken a leading role in building the university throughout their careers.

Thank you

Respectfully submitted

Winona Pugh

Benefits Chair,

May 2020