

**Employee Benefits Committee Annual Report
July 2015- June 2016**

**Submitted by: Andrea Power, University Secretariat, and Debbie McIntosh, External Relations
June 23, 2016**

The Employee Benefits Committee (EBC) plays an advisory role in matters relating to the Employee Benefits Plan for all members of the University. It regularly reports to the University on its decisions and activities, and provides the University with recommendations regarding the administration, participation in, and contributions to the Plan. Specifically, the Employee Benefits Committee provides the University with recommendations regarding the following:

- Plan management, including rate setting, experience monitoring and member communications;
- Plan design changes; and
- Cost-savings opportunities for members that do not increase costs to the University.

Andrea Power, University Secretariat, is the lead representative and is currently serving a second term, ending on June 2016. Debbie McIntosh, External Relations, is the alternate representative and is currently serving her first term, which will expire on June 2016. The current terms of reference for the Employee Benefits Committee stipulate the membership as "One representative from the Dalhousie Professional and Management Group who is an employee and who is a member of the plan;".

The EBC met five (5) times in 2015-16 in 2015 on November 19 and in 2016 on January 19, February 23, April 4, and June 21.

One key focus for 2015-16 has been the Employee Benefits Committee (EBC) survey of each 'group/union' in the university regarding their satisfaction with their respective health benefits. The DPMG survey included four questions:

1. Are you generally satisfied with your health insurance plan? If not, why not?
2. What health services would you like to see covered by your health insurance plan that are not currently covered?
3. Are there any health services that are only partially covered by your health insurance plan where you would like to see the amount of coverage increased?
4. Are there any other changes in the health insurance plan that you would like to suggest?

The survey was open from January 11 to 15 (5pm) and the results were discussed by the EBC at their January 19th meeting and at the March 10 General DPMG meeting. Based on the results the following motion was received by the EBC from the DPMG Executive.

THAT the DPMG membership request the Employee Benefits Committee to confirm the price for two additional services to the DPMG medical plan – massage therapy and increased vision care. The pricing for the additional service should be prepared for each additional service and then for both additional services combined. The DPMG membership would then vote as a group on the addition of services.

The EBC have prepared a summary of the potential increase/additions to the medical plan based on the survey and the DPMG Executive will discuss the summary in the summer 2016.

The annual Benefit Renewal Communication was distributed to all members of the University Community and it was placed on the DPMG website in April 2016.

It has been a pleasure to represent DPMG members on the Employee Benefits Committee.

Respectfully,
Andrea Power and Debbie McIntosh