

Employee Benefits Committee Annual Report

July 2014- June 2015

Submitted by:

Andrea Power, University Secretariat, and Debbie McIntosh, External Relations

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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 six times in 2015-16 on September 16, October 21, November 18, January 20, March 31 and June 25.

Key agenda items included: travel coverage changes, New Brunswick Drug Formulary Update, Audit of Health and Dental Claims, Health and Wellness update, Agricultural Campus Benefit Transition, 2015 Group Insurance Renewal, Medavie Blue Cross Presentation, Benefits Update (Benefits Renewals and Health Spending Account Session), and Medavie Blue Cross Audit.

The annual Benefit Renewals were fairly straight forward in 2015, but in Andrea Power’s opinion the presentation to members was not sufficient. The EBC agreed that a new memo and chart be developed, which was subsequently distributed to all plan members on April 1, 2015.

It has been a pleasure to represent DPMG members on the Employee Benefits Committee and we look forward to continuing our service until June 2016.