

CUPE EDUCATION WORKERS

Province-wide benefits plan update

ONE PLAN
UNITED TO THE CORE

One plan for all

Agreement reached on your new province-wide employee life and health benefits trust

After extensive discussions, CUPE is pleased to announce that **we have reached an agreement with the Ontario government and trustee associations to adopt a province-wide benefits plan for our members in the education sector.**

As part of that agreement, **we are now working toward a transition date of February 1, 2018**, instead of the original target date in 2017. This extended timeline will give us more time to finalize the plan administrator and insurer arrangements, confirm the plan design and ensure a smooth transition.

The amended Letter of Agreement (LOA) #9 sets out the following key provisions:

- Future benefits (life insurance, AD&D, health and dental) for CUPE employees in the education sector will be provided through an employee life and health trust (ELHT) instead of through the school boards. Long-term disability benefits will continue to be available through the current providers.
- Education sector employees who are represented by CUPE and meet the eligibility requirements will be entitled to enroll in coverage under the new ELHT.
- The government will provide both startup costs and ongoing funding for the ELHT.
- A Board of Trustees with representatives appointed by CUPE, the Council of Trustee Associations (CTA) and the government will manage the ELHT for the benefit of CUPE members.
- Other employee groups in the education sector may join our ELHT so the larger combined membership could benefit from cost and administration efficiencies.

This is a big step forward - but **in the meantime, nothing changes.** You'll still get your benefits from your local school board until the new participation date. And you'll continue to have access to secure and affordable benefits, both during and after the transition.



What's next?

Watch for our next member update in spring 2017.

MAKING SCHOOLS WORK



Ensuring good governance

A strong governance structure - including the Board of Trustees - will go a long way toward protecting your benefits, today and in the future.

According to the amended LOA #9, the Board of Trustees for our ELHT will include:

- 5 representatives appointed by CUPE; and
- 4 representatives appointed by the CTA and the Crown.

These representatives must include two independent experts: one selected by CUPE, and one selected by the Crown.

The Board's role is to manage the ELHT on an ongoing basis, including plan design, administration and investment of the trust assets. Above all, the trustees have a duty to act in the best interests of all members.

To help ensure a smooth transition and seamless benefits experience for our members, it's important to choose providers that are best positioned to meet our needs and expectations. For this reason, we are seeking a plan administrator and an insurer for the new CUPE ELHT.

We'll be issuing requests for proposals for both of these services soon. We feel this is an important step to set the right foundation for our new ELHT - and to protect your interests.

What happens next?

In the coming months, we'll focus on selecting the Board of Trustees for the CUPE ELHT and undergoing searches for a plan insurer and an administrator. We'll also work toward finalizing the new plan design - as always, keeping your needs and input top of mind.



Keeping you informed

Thank you for your ongoing support and participation. We'll share developments with you as we move forward. In the meantime, if you have any questions or comments, please connect with us at osbcc@cupe.on.ca.

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