

Benefits Committee Report

2018 -2019

The benefits component of the UVRA continues to be a valued aspect of membership and is well used by the majority of our members. The Extended Health programs provide services to over 600 members and travel coverage is a helpful option for many. The Pacific Blue Cross Plan, administered by Human Resources covers 391 retirees. This number has increased by 25% over the past 5 years. The Johnson plan, available only to UVRA members, also continues to grow with 204 Extended Health , 12 Dental, 91 Medoc and 9 Home insurance policies in place. The RTO plan remains stable with 7 members. This year both Johnson and Pacific Blue Cross added stand alone trip cancellation options. The office volunteers continue to be the critical liaison in providing information about the insurance options and the services available to our members.

The Employee and Family Assistance Program, provided by Morneau Shepell to support employees and their families is also available to UVRA members. The service is completely confidential, however statistics indicate retirees are using this free service frequently during the months of September and October. The most common presenting problems are stress, anxiety and relationships.

We continue to receive feedback about the inconsistent administration of campus benefits. A significant step forward was made with the signing of the Letter of Understanding and opens the door to confirming the informal arrangements that have been made through various departments. The work of our Executive and the Strategic Planning group will be extremely valuable in helping retirees maintain their service and social connections to UVic.

respectfully submitted

Winona Pugh, Benefits Chair

May 23, 2019

