

UVRA 2016 AGM -- Benefits Committee Report 2015/16

The introduction of the UVic OneCard system has had a critical impact on the campus benefits available to our members. The implementation of the card has required our Association to revise the access and services available to specific membership categories, revise our Constitution and Bylaws, and continue in the development of our Memorandum of Understanding with the university, with the hope of reinstating the original member privileges. Fortunately OPTUM (our Employee and Family Assistance Program) and our Medical and Dental programs through Pacific Blue Cross and Johnson have not been affected.

The Johnson medical policy, available only to UVRA members, continues to be beneficial to our association. As of May 1, the policies in force in the UVRA- Johnson plan are:

Extended Health Coverage:

MEDOC policies - 115

Extended Health Care policies - 150

Dental Care policies - 91

Administrative support revenues from the policies are:

MEDOC = \$1,506.92

Home = \$167.14

EHC / Dental / Prestige Travel = \$4,485.98

The Pacific Blue Cross coverage is managed through Human Resources. It provides a similar but reduced plan than what is provided to current employees. We continue to stress that although we can provide information about both the PBC and the Johnson plans, the choice of plans is an individual decision.

We continue to work with Human Resources to encourage uptake of the Employee and Family Assistance Program, OPTUM. An information session hosted by HR in September was well attended, and provided an explanation of the depth of services including counselling, wellness management, legal and financial advice all supported by on line resources.

This year, we participated in the CURAC Benefits Survey involving the 35 member universities in a comparison of non-medical and medical benefits provided for retirees. The summary has provided useful information about benefits that are or could be implemented for our members.

I would like to thank Peter for his detailed work, mentoring and valuable advice as I stepped into the Benefits Chair role. I would also like to thank Melvin for constant updates on the website which have proven to be a helpful reference for new retirees. Your work has made my life much easier, and has been very valuable for those planning their retirement.

Submitted by Winona Pugh