

ASEBP Trustees' Report

Volume 27-19 No. 06 June 2019

Highlights of the June 21, 2019, Trustees' Meeting

1. Spending Accounts – Second Reading (for September 1, 2019)

- The ASEBP Trustees gave **final approval** (second reading) to a combined Health Spending Account/Wellness Spending Account (HSA/WSA) administrative services offering effective **September 1, 2019**
- There are no changes to the design of eligible expense categories for the HSA component as this is determined by the Canada Revenue Agency
- Two WSA plan designs will be offered: one for teachers and one for other education workers. The eligible expense categories for teachers support recent negotiations between the Alberta Teachers' Association and the Teachers Employer Bargaining Association. The eligible WSA expense categories for other education workers will remain the same as ASEBP's pilot program

Teachers	Other education workers
<ul style="list-style-type: none"> • Health support, fitness and sports activities and equipment • Health-related technology • Family care 	<ul style="list-style-type: none"> • Health support, fitness and sports activities and equipment • Technology • Family care • Professional development, professional development travel and computer products • Transportation

Over the coming year, ASEBP will explore a more flexible approach to WSA design

- The HSA/WSA administration fee will be \$2.80 per employee per month

2. Plan Design – First Reading (for January 1, 2020)

- The ASEBP Trustees are constantly striving for value; balancing plan benefits and the cost of investing in the current and future health of covered members. They are sensitive to participant needs and stakeholder concerns, as well as the impact of changing medical, dental, pharmaceutical and other practices, in addition to changes to the health care system. The ASEBP Trustees are also cognizant of plan utilization, statutory or regulatory requirements and market conditions (i.e. competition from other benefit providers and fiscal constraints)
- The ASEBP Trustees gave **initial approval** (first reading) to a number of plan design changes effective **January 1, 2020**

ASEBP TRUSTEES

Drew Chipman, Chair
Fred Kreiner, Vice-Chair
Holly Bilton
Chad Bowie
Maddy Daniels
Doug Lerke
Kathy MacIsaac
Shirene Napier
Kim Pasula
Daryl Scott

CHIEF EXECUTIVE OFFICER

Kelli Littlechilds



• **Extended Disability Benefits**

- The pre-existing condition criteria won't apply where a lapse in coverage is due to a layoff of less than 90 days, thereby recognizing a natural gap in employment
- The Accommodation Employment Program will become the Progressive Disability Program to minimize confusion with an employer's legal duty to accommodate
- The application window for the Progressive Disability Program will be extended from 30 days from the reduction of an employee's normal full-time equivalent due to illness or accidental injury to 90 days. This addresses employer and employee concerns about the current timeline being too short
- The elimination period for the Progressive Disability Program will be prorated in the same way it is for the Early Intervention Program (EIP), thereby minimizing the number of different calculations
- The Rehabilitation Employment Program will reflect that employment must be progressive, i.e. an employee's condition must be such that they'll likely be capable of returning to work at their normal full-time equivalent in the same occupation
- The Rehabilitation Employment Program will be limited to 36 months
- The EIP will allow for participation at any point during the elimination period rather than being limited to 30 days (previously the ASEBP Trustees gave ASEBP administration direction to relax the 30-day requirement on a trial basis)
- The elimination period for EIP will be clarified. Moving forward, it will be based on the full-time equivalent portion of time an employee is unable to work, using consecutive calendar days, adjusted from time to time due to changes in the reduced full-time equivalent, to a maximum of 153 days

• **Extended Health Care**

- Hospital accommodation coverage will align with the government reimbursement rate for semi-private hospital room charges rather than referencing a specific dollar amount. This housekeeping change will reduce the number of times the ASEBP Trustees must approve a change to the reimbursement rate as the intent has been and continues to be to match the government rate
- The pre-approval process for joint injectable materials will be removed
- The pre-approval process for private duty nursing services will be added to the plan document. This housekeeping change will align the plan document with current administrative practice

• **Multiple benefits**

- The termination age for benefits for those actively at work (including school trustees) will be aligned where practicable by removing the 50 per cent reduction in benefits after age 65 and removing the requirement to have joined the plan prior to age 65

Benefit	Current termination ages	Future termination ages
Life and Basic Accidental Death and Dismemberment Insurance	<ul style="list-style-type: none"> • 70 for active employees, with a 50% reduction in benefits after age 65 • 70 for school trustees (if appointed before age 65) 	<ul style="list-style-type: none"> • No change in termination age • Remove 50% reduction after age 65



		<ul style="list-style-type: none"> Remove requirement to have joined the plan prior to age 65 for school trustees
General Health Benefits (Extended Health Care, Dental and Vision)	<ul style="list-style-type: none"> 70, but must have joined the plan prior to age 65 	<ul style="list-style-type: none"> No change in termination age Remove requirement to have joined the plan prior to age 65
Extended Disability Benefits	65	No change
Supplemental Package	70	No change

- **Please note that final approval (second reading) is required and changes may occur between readings**

3. Appointments

- Shirene Napier has been named an Audit and Risk Committee member. She joins existing member, Kim Pasula
- The Executive Committee includes the Chair, Drew Chipman, and the Vice-Chair, Fred Kreiner
- The Extended Disability Benefits Appeal Committee includes Chad Bowie, Daryl Scott and Dwight Anthony, as well as alternate members Holly Bilton, Doug Lerke and Jojy Oommen

4. A Farewell

- The ASEBP Trustees wish Kathy Maclsaac all the best, acknowledging her contributions as an ASEBP Trustee and member of the Audit and Risk Committee during her tenure



The ASEBP Trustees' Report provides an overview of topics discussed at all ASEBP Trustees' Meetings. These meetings provide the opportunity for ASEBP Trustees to come together to discuss matters of importance at ASEBP—from the financial health of the benefit plan to the introduction of new benefits and programs. While all information in each report is an accurate account of decisions made at the meetings, there can be changes that occur between first and second readings of certain topics which may result in differences between their reporting.

To learn more about the ASEBP Trustees, please visit the Governance page, found in the About section of our website, www.asebp.ca.



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