

ASEBP Trustees' Report

Volume 29-21 No. 06 May 2021

Highlights of the May 21, 2021, Trustees' Meeting

1. Plan Design – First Reading


- 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, 2022:
 - Extended Health Care (EHC) psychology – the hourly maximum for psychological services will be increased to \$180 (from \$100). This will better reflect standard charges in the industry and decrease out-of-pocket costs for covered members. The annual maximum will remain at \$1,200
 - EHC, Dental Care, Vision Care termination age – the termination age of 70 will be removed for covered members who are an employee or serving as a school trustee. This will remove the need for covered members to look for coverage elsewhere when that coverage may not be comparable to ASEBP and may require medical evidence of good health, which could result in higher premiums or even denial of coverage
 - Life Insurance indictable offense exclusion – this exclusion will be removed. The needs of beneficiaries remain the same regardless of how death of a covered member occurs. This type of exclusion is unusual in a group plan and does not exist in ASEBP's Accidental Death & Dismemberment Insurance policy. The removal from Life Insurance will bring the two plans into alignment and benefits will be payable under both plans where death is accidental
 - Housekeeping changes:
 - EHC prosthetic limbs effective January 1, 2022 – additional clarity is being added about the ability to make multiple claims for prosthetic limbs for children under the age of 18
 - Extended Disability Benefits (EDB), EHC, Dental Care, Vision Care legal jurisdiction effective January 1, 2022 – additional clarity is being added to note that the courts of the province of Alberta have exclusive legal jurisdiction
 - EDB remuneration schedules effective September 1, 2021 – additional clarity is being added about benefits for disability recipients participating in a progressive disability or rehabilitation employment program

ASEBP TRUSTEES

Drew Chipman, Chair
Fred Kreiner, Vice-Chair
Evelyn Chan
Arlene Hrynyk
Doug Lerke
Judy Muir
Shirene Napier
Kim Pasula
Daryl Scott
Natashya Shewchuk

CHIEF EXECUTIVE OFFICER

Kelli Littlechilds

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- EDB rehabilitation employment effective January 1, 2021 (retroactive) – cost-of-living adjustments (COLA) are discretionary payments outside the terms of the EDB Plan Document. As the ASEBP Trustees have offered COLA from time to time, they are developing a policy that will outline how COLA applies to disability recipients by status (e.g., fully disabled, participating in a progressive disability or rehabilitation employment program). Historically, disability recipients participating in a rehabilitation employment program have had adjustments to their benefits made that are tied to the Consumer Price Index in Alberta. References to the Consumer Price Index will be removed from the EDB Plan Document and the COLA policy will apply instead
 - Please **note** that final approval (second reading) is required, and changes may occur between readings
 - Update about pilots
 - Outside Canada Teacher Exchange/Secondment Australia – this long-running pilot will transition into a regular program effective January 1, 2022. ASEBP will provide additional coverage outside the terms of the EHC Plan Document for medical expenses that would normally be covered under the Alberta Health Care Insurance Plan, had those expenses been incurred while living in Alberta. Proof of such coverage is required by Australia, and ASEBP is able to cover this gap in coverage without the covered member having to look and pay for coverage elsewhere
 - Oral Health Exceptions – this pilot will be extended to December 31, 2022. This will allow for additional data collection and analysis of the utilization of additional coverage for recall exams and fluoride treatment, which is offered to covered members diagnosed with cancer and over-age dependants with mental or physical disabilities who are wholly dependent on a parent or guardian

2. EDB Retirement Incentive Policy

- The ASEBP Trustees approved a revised EDB Retirement Incentive Policy. The Retirement Incentive for Teachers and Employees (RITE) will now be offered on an annual basis starting in 2022 with some revised eligibility criteria, most notably that an individual must have been in receipt of EDB for at least three years (instead of two and a half years), and a new offer effective date being December 31 (instead of June 30)

3. Statement of Investment Policies – First Reading

- The ASEBP Trustees gave **initial approval** (first reading) to a number of changes to the Statement of Investment Policies effective July 1, 2021. This stems from an in-depth review of investment beliefs and a series of discussions with an investment consulting firm
- Please **note** that final approval (second reading) is required

4. Governance Effectiveness

- The ASEBP Trustees continued their governance effectiveness activities by approving a revised Audit and Risk Committee terms of reference and enterprise risk governance protocol. The ASEBP Trustees also reviewed and approved the Executive and Governance Committee terms of reference, role descriptions for the Chair, Vice-Chair, and Observers, as well as related transition plans, with a focus on the upcoming retirement of Fred Kreiner, Vice-Chair



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, asebp.ca.



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