

# CURAC/ARUCC Annual Meeting 2015/16

## Report of the BENEFITS COMMITTEE

### May 2016

Two major endeavours occupied the Committee's time throughout the 2015/16 year.

#### ***CURAC Affinity Extended Health Insurance***

During the 2014/15 year, a comprehensive survey of members was undertaken to determine whether there was interest in a CURAC-affiliated extended health insurance, including insurance while travelling. Results indicated that there would be a market for good insurance at a price comparable to, or better than, individuals are paying for their current coverage. Survey responses also identified that travel insurance was of immediate concern and urgent need. Accordingly, the Board approved a modified objective of pursuing travel insurance first, to follow later with a recommendation for the comprehensive EHB package of which the travel insurance would become a component.

The Committee currently has three proposals for travel insurance in hand, with a fourth possibility emerging. We will be unable to meet over May and early June, but expect to be in the position of comparing proposals and entering negotiations soon after mid-June. We are optimistic that a recommendation on travel insurance can be brought to the Board by the late summer/early fall.

I wish to acknowledge and sincerely thank Committee members Paul Marantz (UBC Association of Professors Emeriti), Ron Cospser (St. Mary's Retirees Association) and Robert Drummond (York Association of Retired Faculty and Librarians) for their collegial leadership and the efforts they have expended to get us to this point, while also keeping their hands on the helm for their respective associations. We are fortunate indeed to have their experience, wisdom, and diligence working for CURAC on this project.

#### ***Triennial Survey of Benefits***

The Board identified this as the primary mandate for the Benefits Committee during 2015/16. With outstanding cooperation from many of our colleagues across the country, we are pleased to report this objective has been achieved. An overview of the survey process follows. Summary spreadsheets are attached as part of this Annual Report, and have been forwarded to member associations.

#### ***2016 Benefits Survey Overview***

The survey questionnaire enquired into University/College sponsored extended medical benefits and University/College subsidies of any other non-medical benefit that could be seen to accrue to a retiree from that institution.

#### **Distribution:**

1. **Twenty (20)** to University affiliated retirees associations via the association's representative to CURAC's "Benefits Network";

2. **One (1)** to the OCRA(Ontario Colleges Retirees Association) Benefits Network member, Joan Cunnington, who in turn distributed the questionnaire to the Ontario colleges that have retirees associations;
3. **sixteen (16)** to Presidents and/or named contacts of University associations who have no representative on the Benefits Network.

**Responses:**

**Group 1: 19** submitted completed questionnaires. Despite two reminders, one association did not respond. Action will be taken to determine how communication can be improved with the non-respondent.

**Group 2: 6** submitted completed questionnaires. It was heartening to be part of the conversation that resulted in those six returns. First, our thanks to Joan Cunnington for extra-ordinary assistance in providing the necessary linkage to the various College associations. There was high interest among these six associations: in one case the questionnaire travelled via Kingston, Florida, Mexico and Ecuador before its completion and return. In another, we were able to provide preliminary comparative results of College associations' non-medical benefits to assist the association's President in discussions with his College administration about improved non-medical benefits at his college.

**Group 3: 9** were completed and returned. Despite reminders, 7 did not respond. Action will be taken to determine how we can improve lines of communication with those associations from whom there was no response.

**Total distributed: 36 to universities; 1 to OCRA**  
**Total responses: 28 universities; 6 colleges**

The Committee will be making a short presentation on the survey results to the delegates at the Annual Conference on Friday, May 27, and, of course, more detailed results can be perused in the attached spreadsheets.

Respectfully submitted,  
Bev Stefureak, Chair  
Committee Members: Ron Cosper, Robert Drummond, Paul Marantz

Attachments: - Benefits Survey Spreadsheets -- Medical Benefits (7 pp); Non-Medical Benefits (3 pp)