



SASKATCHEWAN RETIREES ASSOCIATION

**Minutes of the Saskatchewan Retirees Association
Annual General Meeting
In person/live streaming combination
May 26, 2022**

Randy Dove, President, called the meeting to order at 10:38 a.m.

Welcoming Comments:

Randy introduced himself, welcomed the quorum of 44 members participating in person and 24 live streaming. He also acknowledged that the meeting was originating on Treaty 4 territory land of the Indigenous and home of the Metis.

Randy spoke about the member survey that was done with the support of Insightrix Research from Saskatoon and that they will be joining the meeting later to do a presentation.

Adoption of Agenda:

Moved by Anne Donovan

Seconded by Penny Hendrickson

That the members approve the agenda as presented.

CARRIED

Approval of May 26, 2021 AGM Minutes:

Moved by Linda Tate

Seconded by Norma Winter

That the members approve the May 26, 2021 AGM minutes as presented.

CARRIED

Randy introduced the Board of Directors, members-at-large, and standing committee members attending in person and virtually.

Numerous items on the action planning list have been delayed or postponed due the pandemic.

Randy thanked directors Laverne Williams and Christine Fuchs who left the board during the year due to family health reasons.

Our member survey received just over 1600 replies which is a 45% response rate.

Over the past two years, SRA has been partnering with Sask. Seniors Mechanism (SSM) on the positive aging concept and we contributed \$25,000 to the project on home support.

Comment from Ann Donovan:

A big thank you to SSM and SRA for partnering to address the aging at home project... it was a very good investment.

Committee Reports:

Membership/Communications – Randy Dove

Some of the highlights are:

- Continued growth with 373 new members in 2021 and a lot of interest from SaskTel, SaskPower, SaskHealth Authority.
- Sask. Regional Colleges were approved for membership; seven colleges around the province with approximately 600 employees.
- Membership average age is 69.9 out of the 3533 current members.
- The Advisor Newsletter was distributed three times this past year. We are working with PEBA to include articles from them in our newsletter.
- New membership cards are continuing to be distributed with individual numbers.
- Thank you to the Membership/Communications team: Lyle Fluter, Shane McLellan, Penny Hendrickson and Rolli Bachelu
- Our Facebook page has not been updated and if you are interested in assisting please contact us.

Moved by Randy Dove

Seconded by Norma Winter

That the Membership/Communications Committee report be approved as presented.

CARRIED

Group Benefits – Harold Hugg

- Harold acknowledged he assumed the role of committee chair from Laverne Williams who stepped down earlier this year. A big thank you to her and the other members: Ann Donovan, Mae Smith, Bill Lawson, and Randy Dove. Introduced Helene Miller and Lisa Prosko from GMS
- Master renewal agreement with GMS had been renewed since 2013 without any change to the premium sharing model. The new agreement has an increase in the admin. fees over the next three years as follows:
 - For 2021/2022, shifting from 6.4% to 8.0%
 - For 2022/2023, shifting from 8.0% to 9.0%
 - For 2023/2024, shifting from 9.0% to 10.0%
- GMS do not anticipate any further admin. increases over the longer term.

- GMS Executive and SRA met in September and December, 2021 and agreed to meet at least twice each year to discuss issues like industry health trends, member feedback, strategic direction for our plan, cyber security, etc.
- There are 2985 members in the health plan with a growth increase of 10.47%
- Drug, vision care and practitioner services increased somewhat.
- 2,118 members are in the dental plan, a growth of 12% over last year with claims increasing by 12.3%.
- 70% of claims are pharmaceutical drugs; 27% of drug expenditures are diabetes related, up from 25% last year
- Vision and paramedical practitioners makeup 29%
- GMS was proposing an increase of 9.5% in health rates and 5.82% in dental rates. SRA used \$150,000 from the Rate Stabilization fund to reduce the increase rate to 6.6%.
- The new monthly rates for 2022-23 effective July 1, 2022 are:
 - Extended Health:
 - Single: from \$90.57 to \$96.52
 - Couple: from \$180.53 to \$192.47
 - Family: from \$214.60 to \$228.78
 - Dental:
 - Single: from \$41.26 to \$43.67
 - Couple: from \$82.49 to \$87.30
 - Family: from \$94.89 to \$100.41

Questions:

#1 – raised by Rose Brewster

Has the committee looked at having a health bank as opposed to individual practitioner lists? For instance, I use massage, chiro, physio and stuff like that, but there's a whole list of other things covered under the plan that I don't use, and probably won't, so I'm wondering if that health bank with x number of dollars that's used, however you need to use it, had ever been considered?

Randy Dove answered:

We have had conversations about that and have not gone down that path primarily because the general feedback we've received from members historically has been keep it simple, keep it the same and don't structure it in a way that people can pick and choose. So we have stayed on that path. By the pooling of all the premiums for a bundle of services provides the opportunity for a broader bundle of services than if we went to a "health spending account or flexible benefits". We did look at a two-tiered plan about 18 months ago where we would drop the price to \$100. We learned that if we were going to a base plan and a plan with more benefits we would gut the plan so much that the base plan would provide next to nothing. The administrative capabilities at GMS needs support backing up any changes. The survey we just did indicated that people are okay with the plan as it is. The committee will continue to look at the option and see what we might do.

Helen Miller (GMS) answered:

GMS has been considering this in the past and GMS is going through a transformation and that transformation work will enable us to do more and offer more flexibility going forward in the future. Flexibility adds administrative layers to the plan in terms of choice and when you get into

flexibility that does come at a cost over time as people tend to pick the choices where they're going to use the most benefit. Over time it can make the plan more expensive, so it's always a tug of war between cost and benefit and value to the plan member, and on retirees that is more prevalent.

#2 – raised by Jack Kloczko

You mentioned the rate stabilization fund and using \$150,000 exactly, is that the rebate that comes from GMS and the percentage of that based on the premium?

Randy Dove answered:

We get a 2% marketing commission from GMS which is not the stabilization fund, which is to essentially reimburse the organization for the work we do in terms of membership, communication, our newsletter, annual meeting, all the things we do. That essentially is through your premium you pay into GMS for your benefits and we get a 2% commission back. The stabilization fund is based on the performance of the plan. If we have a year where claims are low, and there's a surplus in the plan, there's a formula that provides an opportunity for some funding to be set aside directly and only to stabilize rates. So the 2% can be used as general revenue for the organizations ability to function. The stabilization fund is specifically from individuals who are participating in the plan and it's specifically only there to be used for a year like this where we have a significant amount of, if you will, deficit in the plan, and we need to figure out how to price it. The stabilization fund can rise as high as \$500,000. It's never reached that because we don't tend to price in such way that there's big surpluses, we try to keep it down so that the forecast for the premium is typically aimed at a break even essentially with the claims. So years when the claims are lower and we got some surplus, it goes into the stabilization fund. When claims are higher and we got a deficit, we've got the stabilization fund that we can draw on to try and moderate the price change for you. The \$150,000 took the stabilization fund from about \$250,000 to \$100,000. We held \$100,000 in the stabilization fund for the future. We chose not to burn it all because if we burn it all we don't have that buffer if we have another year that's not good.

When Harold talked about the 9.5% increase, that's what we might have to do if we have no stabilization fund. That's not the feedback we get back from you as to what's acceptable in trying to keep rates stable and "affordable". If you go back in time, the rate that's coming up on July 1 is roughly the rate that it was in 2016. So this rate has gone up and down. Dental not so much, but in health it tends to go up and down based on usage and what's happening in the marketplace.

Dental tends to be a steady rise. We're a captive of the profession and the profession manages the tariffs, manages the fees. Sure we have claims, but people tend to go and use the dental plan for cleanings and getting their dental work up-to-date. To go back historically, that rate keeps climbing and will keep climbing. Whether it'll moderate depends on what will happen in turns of members with health care and how they choose to use the dental plan and what advances may come in dental care.

The health plan is more volatile. Some years people don't travel as much and less claims, sometimes people don't go to as many health practitioners, they don't have as many medications, and we're getting younger members in our plan, who may be more focussed on wellness and preventative care. But the diabetic claims are going through the roof. That's a worry for the plan other than saying to people we're going to cut the benefit in order to save the plan for everybody else. So that's the long answer to your question.

#3 – raised by Jack Kloczko

Is 2% the maximum you can get from GMS on the premium or does it grow as the premium grows?

Harold Hugg answered

No it's fixed at 2% and that becomes part of our negotiations with GMS on the renewal plan I talked about; the three year renewal agreement that we just signed. There's no cap. So whatever it is, we'll continue to get it.

Moved by Harold Hugg

Seconded by Jack Kloczko

That the Group Benefits Committee report be approved as presented.

CARRIED

Pensions and Issues – Ken Lozinsky

- The focus of our committee has been: research and advocacy, strengthening our relationship with PEBA, future pension options, consultation on future pension issues, working with SSM on positive aging, and action planning
- On behalf of Harold Hugg and I as co-chairs of the committee, I want to recognize committee members: Christine Fuchs, John Mowbray, Mae Smith, and Dale Schoffer. During the year Christine and Dale stepped down from the committee but we were fortunate to replace them with Bill Thomson and Janette Hamilton.
- Our relationship continues to build with PEBA and they are considering co-sponsoring workshops with us.
- We are advocating for a position on the PEPP board. PEBA has announced that they are going through about a 1½ yr. restructuring plan and they're moving from an arms-length at government to a non-profit organization.
- Pleased to continue to work with SSM on Positive Aging Strategy. SRA contributed \$25,000 in 2021 for the Home Support Initiative.
- The survey indicated our members strongly support work done by SSM.
- We've continued to monitor the two pension options.
- Two bylaw changes were approved in 2021.
- SRA was invited by the Financial and Corporate Affairs Authority of Sask. to participate in a review of the pension funding framework for single employee defined benefit plans in the private sector and other reform measures including the financial hardships in unlocking from a Locked in Retirement Account.

Moved by Chris Oleson

Seconded by Brian McKay

That the Pensions and Issues Committee report be approved as presented.

CARRIED

Insightrix presentation

- A request for proposal was done where Insightrix from Saskatoon was the successful vendor from three bidders; 1632 people responded.
- A brief summation of the survey results was presented.
- More detailed information of the survey results will be distributed to the membership.

Questions:

#1 – raised by Ann Donovan

What was the gender ratio on the beginning slide?

Slide brought up showing 50% male, 49% female

- Randy thanked Marcello and Brandon for the presentation
- The Board will have a more in-depth meeting with Insightrix in June to discuss the survey results

Presentation by Holly Schick, Executive Director of SSM on Home Support Initiative

- Thank you to SRA for contributing to the Home Support Initiative.
- SSM is raising awareness to individuals, communities and organizations for real options, better outcomes, lower costs of staying in your home.
- Real options are: housekeeping, yard care, minor home renovations, pet care, consistent trusted home care workers, and expanded in-home services to cover diverse needs.
- Key principles of the Home Supports Program are:
 - Continuing collaboration among provincial government , municipalities, and older adults to design a program.
 - Provincial government needs to invest in the development, implementation and sustainability.
 - Not imposing a financial burden on municipalities.
 - Same essential services available to all.
 - Assessment for those needing services.
 - Qualified and approved service providers.
- SSM is actively advertising the initiative on TV, newspapers, Facebook, SUMA, SARM, newsletter and media interviews.
- Join the movement by adding your name to the list by sending an email with your name and phone number to: HomeSupports@skseniorsmechanism.ca OR go to the SSM website: www.skseniorsmechanism.ca OR phone the SSM office at: 306-359-9956

Comment from Linda Tate:

Pleased to see in survey that 83% support our involvement with SSM. Eighteen senior groups from urban and rural Saskatchewan are involved with SSM.

Finance – Chris Oleson

- Auditor’s review has been completed.
- Positive report – accounting standards met.
- Financial operations accurate and complete.
- Internal controls in place.
- Continue to follow our investment policy of one-year term redeemable investments.
- Restricted reserve fund held in the event of a wind-down cost has been maintained and increased with accrued interest.
- The board adopted a reserve fund policy to provide guidance to members on managing the use of excess funds.
- Member survey should provide guidance on future spending.
- Lower meeting costs because of no in-person interaction.
- Office costs eliminated with the cancellation of our rented office space and storage space was rented.
- Christ thanked Randy Dove, George Meredith, Cindy MacDonald, Laverne Williams and Lyle Flutter for their assistance.

Moved by Chris Oleson

Seconded by Brenda Glaspey

To accept the Finance committee report and financial statements be approved as presented.

CARRIED

Auditor’s Report – Chris Oleson

- Our auditor, Robert D. Szautner of RDS Chartered Professional Accountant, has given SRA a clean report based on their findings.
- Revenues increased to \$150,000 and expenses decreased to \$73,000 leaving a surplus this year of \$76,000

Moved by Chris Oleson

Seconded by Linda Clark

To accept the Auditor’s Report as presented.

CARRIED

Appointment of the Auditor – Chris Oleson

Moved by Chris Oleson

Seconded by Jack Kloczko

To appoint Robert D. Szautner, RDS Chartered Professional Accountant, as auditor for the Saskatchewan Retirees Association for 2022.

CARRIED

PEBA presentation by Mimi Liew-Mouthaan, Retirement Information Consultant

- Only 37.5% of Canadians have an employer-sponsored pension plan.
- New platform available to everyone called PLANet: on-line banking for your pension, link to retirement planning tool.
- Also offer individual member consultations, workshops, and online seminars.
- All industry recognized professionals with designation of certified financial planner or qualified associate financial planner.

Question #1:

Is there any way to access the older unit values for the different funds?

Answer:

Go to the main page of the website, scroll down and you will be able to see the unit prices. Also on your PLANet where it says your investment, you are able to back date and look. If you need assistance you can contact a Pension Information Officer and they will help you navigate through the website and your PLANet.

Webinar will be held on June 9 to discuss not for profit government change.

Randy:

Honorary members recognized by Randy that are in attendance today: Linda Tate and Chuck Ames. Not with us today but honoured are: Rolli Bachelu, Jack Peterson, Frank May, Alf Zimmerman, Bob Walker, and Marian Brown. We can appoint up to ten honorary members, but no nominees were brought forward this year to consider.

On page 9 is a list of names of members that we have been notified that have passed on this year. Please take a moment to reflect on their contribution.

Director Elections – Charlotte Dusyk

- SRA has a board with 12 director positions and 1/3rd of the positions (4) are open for nomination each year.
- Laverne Williams and Christine Fuchs have resigned. We want to thank them for their contributions over the years to the SRA Board. Beatrice Regnier from Saskatoon has stepped into fill the one year vacancy upon the resignation of Christine Fuchs, and we welcome her to the Board.
- Ken Lozinsky, George Meredith and Mae Smith have let their names stand for another term. The one new nominee is Bill Lawson. He resides in Moose Jaw and prior to retiring, held numerous positions with SaskTel.
- No nominations were received from the floor.
- In accordance with our bylaws, I now declare the nominees as directors of the SRA for a three year term. Congratulations to them.

- Charlotte thanked Ken Lozinsky and John Mowbray for their support as well as other members who inquired about the nomination process.
- Anyone wishing to volunteer on any committee should contact any Board member.

Wrap Up

Comment by Ann Donovan:

A big thank you to the Board who work very diligently on our behalf and a round of applause is owed them.

Randy thanked everyone for taking the time to come out today. A thank you to our special guests, Mimi, Holly, Helene and Lisa.

Adjournment:

Moved by Jack Kloczko

Seconded by Chris Oleson

To adjourn the meeting (at 2:26 p.m.)



President

May 26, 2022 _____

Date