

# Benefits Review Committee

## ❖ Overview

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This article establishes a joint committee to review teacher benefit plans in British Columbia.

## ❖ Letter of Understanding No. 10 Re: Benefits Review Committee

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- 1. The parties agree to form a Benefits Review Committee to review teacher benefit plans throughout the province. The Committee will consist of three representatives of BCPSEA and three representatives of the BCTF. The Committee will be provided with funding of \$200,000 to utilize outside actuarial or other required consulting services.*
- 2. In the event the parties agree to implement changes to any benefit plans, and that ongoing savings have been achieved as a result of the changes, the full amount of any savings will be reinvested in improving teacher benefit plans.*
- 3. In the event the parties do not agree on the amount of any savings achieved, or, in the event savings are agreed upon, the cost of a proposed reinvestment, the matter will be referred to an independent auditor for binding resolution.*

## ❖ Explanation

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- 10.1**
- 1. The parties agree to form a Benefits Review Committee to review teacher benefit plans throughout the province. The Committee will consist of three representatives of BCPSEA and three representatives of the BCTF. The Committee will be provided with funding of \$200,000 to utilize outside actuarial or other required consulting services.*

Paragraph 1 stipulates that with the assistance of external actuarial services, a joint Benefits Review Committee will be established to review teacher benefits plans throughout the province.

- 10.2**      2. *In the event the parties agree to implement changes to any benefit plans, and that ongoing savings have been achieved as a result of the changes, the full amount of any savings will be reinvested in improving teacher benefit plans.*

If it is established that ongoing savings have directly resulted from the parties agreeing to implement changes to the existing benefit plans, the full amount of such savings shall be reinvested in improving teacher benefits.

Such ongoing savings must be a direct result of real structural change to the benefit entitlements themselves (e.g., dental checkups every nine months, instead of every six months), and not a result of savings from reduced usage (e.g., dental usage decreases) or reduced benefit provider fees. If ongoing savings are established and agreed to by the parties, the resulting improvements to the existing teacher benefit plans would be a zero sum exercise.

- 10.3**      3. *In the event the parties do not agree on the amount of any savings achieved, or, in the event savings are agreed upon, the cost of a proposed reinvestment, the matter will be referred to an independent auditor for binding resolution.*

Should the parties disagree on the amount of savings achieved or on the cost of reinvesting these savings into improved teacher benefits, the matter will be referred to an independent auditor for binding resolution.

## ❖ Implementation

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There are no dates for the commencement or conclusion of the Benefits Review Committee's work.

## ❖ Relationship to Other Articles

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The work of the Benefits Review Committee may impact the provisions of the collective agreement regarding health and welfare benefits. Any changes will be communicated as decisions are made.