

**Report of the Benefits Committee to the Annual Meeting and Spring Senate,
May 28-29, 2019**

Mission Statement

The Benefits Committee of the Retired Teachers of Ontario will provide a most cost-effective, high-quality and competitive Group Health Insurance Plan that meets the needs of the majority of the membership.

1. YEAR-END REPORT FOR 2018

At the February meeting of the Health Services Insurance Committee, we received the Financial Review and Benefit Utilization Report as prepared by Johnson Inc. The Semi-Private Hospital and Dental Plans ended in a surplus while the Extended Health Care (EHC) Plan and Supplemental Travel Plans ended 2018 in a deficit position. After transfers and taxes, the deficit of \$866,022 which is .53% of overall premium collected, was paid to Sun Life from the Health Premium Stabilization Fund.

The cause of the deficit was an increase in utilization, volatile travel claims, currency issues as well as participation in the EHC was 1.5% lower than projected so less in premium.

The top 5 drugs (by amount paid) were Shingrix, Nexium, Cialis, Victoza and Crestor. The committee looked at what the impact of a new drug like Shingrix had on the plan. In January 2018 Shingrix received its DIN and the total paid out in our plan by the end of 2018 was \$1,855,427. (Interestingly enough Zostavax was on a decline and we only paid \$48,573 for Zostavax claims in 2018).

Paramedical Practitioners is the second largest paid claims category after prescription drugs and followed by travel. Chiropractor, massage therapist and physiotherapist claims account for 81% of paid claims for paramedical practitioners. The plan changes initiated in 2018- Psychotherapist and Social Worker added to the paramedical practitioners- were beginning to be used but not as much as expected. We will continue to monitor this.

2. PARTICIPATION

At the end of 2018, participation in the Group Insurance Plans stood at 63,308 and represents 81.5% of RTO/ERO members. This calculation does not include RTO/ERO members that are part of a couple or family plan with another RTO/ERO member. Based on information provided by OTPP, participants in the RTO/ERO Group Insurance Plans represent approximately 75% of the 67,754 OTPP retirees taking a medical coverage deduction from their pension.

3. BEST DOCTORS

One of the changes to the Extended Health Care Plan for 2019 was an extension of services for Best Doctors. All services provided by Best Doctors have been extended to your parents, parents-in-law and children, even if they are not part of the Extended Health Care Plan. Because Best Doctors 360

offered some overlapping service with Eldercare Select, the Benefits Committee decided to offer only Best Doctors for 2019.

3. MEDICAL CANNABIS

The Benefits Committee welcomes input from our members on plan changes, and we have heard from a few members suggesting the inclusion of medical cannabis within our health plan. After a thorough review, we have concluded that for the time being we will not include medical cannabis within our health plans due to various issues: expected cost and the ability of the plans to absorb this cost, ambiguity in treatment regime, and significantly the lack of Health Canada recognition of a product. However, the Committee will continue to diligently monitor what is an evolving landscape from a medical, legal and regulatory environment with respect to medical cannabis, and indeed all new treatments and technologies.

4. ALLIANZ

The Committee continues to monitor service targets for Allianz. Allianz is working to improve member experience as they get information from member feedback and concerns.

5. CONCLUSION

The RTO/ERO Group Insurance Program continues to be the most valuable option in the market designed for teachers, school and board administrators, educational support staff and college and university in retirement.

Many thanks to all members of the Benefits Committee for their commitment and thoughtful consideration of the tasks at hand during the past year. Thank you also to Johnson Insurance Consulting team and staff at RTO/ERO for their knowledge and support of our work on the committee.

Appointed Committee Members:

Gayle Manley (Chair and Board of Directors Member)	District 3, Algoma
Peter Andrusco	District 35, Dryden
Ian Cryer	District 38, Lambton
Trudie Johnson	District 6, Parry Sound
Randy Kushnier	District 2, Thunder Bay
Bill Leroux	District 48, Leeds and Grenville

Board of Directors:

Martha Foster	Chair
Rich Prophet	Vice-Chair
Martin Higgs	Director

Respectfully submitted,

Gayle Manley, Chair