



## Exhibition Place

### Item No. 14

**ACTION REQUIRED**

September 6, 2012

To: The Board of Governors of Exhibition Place

From: Dianne Young  
Chief Executive Officer

Subject: **Benefit Plan Changes – Management & Non-Union Employees**

#### Summary:

This report recommends that the Board approve changes to the Benefit Program Policy for active Management and Non-Union employees of Exhibition Place, which changes are in keeping with the directions taken by City Council.

#### **Recommendation:**

**It is recommended that the Board approve changes to the current active Benefit Plans for Management and Non-Union employees effective January 1, 2013, as outlined in this report.**

#### Financial Impact:

The recommended changes, effective January 1, 2013, to the active Benefit Plan for Management and Non-Unionized employees will result an estimated savings of \$46,000 to be realized in 2013, with incremental savings in future years.

#### Decision History:

At its meeting of July 11, 12 and 13, 2012, City Council approved a report from the City Manager entitled “Non-Union Employees, Accountability Officers and Elected Officials Benefits Plan”, which report reflected the changes made during the collective bargaining with TCEU, Local 416 and CUPE, Local 79 with a recommendation to now apply to the City’s non-unionized staff.

The Exhibition Place 2009-2012 Strategic Plan had an Organizational & Staffing Goal to *review and revise our corporate systems* and a Strategy to support this Goal *we will complete an annual review of By-Laws, and policies and procedures of the Board of Governors and the CNEA Board of Directors.*

#### Issue Background:

The Board has always mirrored the active benefit plans and the changes that are provided to the Management and Non-Unionized group of employees of the City of Toronto.

Comments:

A summary of the recommended changes is as follows:

**Active Employee Benefits Plan Provision Changes – Effective January 1, 2013**

<b>Benefit Type</b>	<b>Old Provision</b>	<b>New/Changes to Provision</b>
Drugs	No Dispensing Fee Cap	Dispensing Fee Cap of \$9
Physiotherapy	Unlimited coverage	\$2,000 maximum per person, per year
Orthopaedic Devices	One device every year	One device every 2 years for persons over 18 years of age (for persons 18 and under, the entitlement remains one device per person per benefit year) and payment will be limited to the cost of the modification on the device
Dental	Current Ontario Dental Association (ODA) Fee Guide	One year lag on Ontario Dental Association (ODA) Fee Guide
Health Care Spending Account	No HCSA	HSCA of \$50 for single and \$100 for family coverage
Paramedical Coverage	\$500 per practitioner, per person, per benefit year for 6 services (i.e. Psychologist, Chiropractor, Osteopath, Podiatrist/Chiropodist, Speech Therapist, Masseur) = \$3,000 OR \$800 for one practitioner, plus \$500 for four (4) practitioners = \$2,800	Eliminate the option for \$800 for one (1) practitioner
Dental	Currently the recall period of adults is 6 months	Move the recall period for routine exams for adults to 9 months

Contact

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Submitted by:

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