

OASBO is an organization of professionals that works collaboratively to support learning by developing and promoting excellence in business practices

L'OASBO est un regroupement de professionnelles et professionnels oeuvrant collectivement au soutien de l'apprentissage par le développement et la promotion de l'excellence en affaires.

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October 24, 2016

MESSAGE/COMMUNIQUE TO OASBO MEMBERSHIP

Re: EMPLOYEE LIFE AND HEALTH TRUST (ELHT) BENEFITS UPDATE (Non-union School Board Employees)

As you may know, the Ontario education sector is undergoing significant benefits change and OASBO is working to ensure that your benefits are protected and incorporated into a new comprehensive plan. All four of the teacher federations have already agreed to introduce a single province-wide benefit program for their respective members. For all Non-Associate, Non-Union (NANU) personnel (including Directors of Education, Superintendents and all non-unionized employees) this means the establishment of a new consolidated benefit plan called the Employee Life and Health Trust (ELHT) that spans across the province and includes all NANU personnel. Your current benefit plans will be expired and NANU personnel will be receiving their benefits from the ELHT by September 2017.

Recently, the Principals/Vice-Principals' associations – including l'association des directions et directions adjointes des écoles franco-ontariennes (ADFO), the Catholic Principals' Council Ontario (CPCO) and the Ontario Principals' Council (OPC) – have agreed to adopt a single employee life and health trust (ELHT) for all of their members. A provision in this agreement allows for management and non-unionized education sector employees to participate in this new ELHT subject to some requirements.

It is very significant that this provision was agreed to in the P/VP deal. This provision allows for the combining of the 7,500 P/VP members with approximately 7,500 management and non-union employees of Boards to establish an ELHT with approximately 15,000 members. The Provincial Technical Working Group on Benefits (TWGB) reported in their research that a group of this magnitude had a very strong case for a viable and sustainable plan.

What this change means for you

Your Board has approved either directly or through their Provincial Trustees' Association, the transfer of your benefits to an ELHT, as of September 1, 2017, your benefits will be provided through the new non-union ELHT instead of through your school board. The primary goal of all involved in this transition is to ensure you will continue to have access to meaningful and affordable benefits coverage.

In the summer of 2016, the Conseil des associations en éducation pour les avantages sociaux (CAEAS), or Education Council of Association of Benefits (ECAB), was established at the request of the 4 Provincial Trustee Associations and the Ministry of Education to represent the management and non-union employees of Ontario School Boards in partnership with the Principals' Associations to establish the ELHT.

What has OASBO's role been in this transition?

At our last AGM and in spring communications, I reported that OASBO was asked to assume a leadership role in this transition. OASBO has been working in partnership with the following five professional Provincial Associations, the Ministry of Education, the 4 Trustees' Associations and the 3 Principals' Associations to support the transition.

Here are the other 5 associations:

- Council of Directors of Education (CODE);
- L'Association des gestionnaires de l'éducation franco-ontarienne (L'AGÉFO);
- Ontario Public Supervisory Officers Association (OPSOA);
- Ontario Catholic Supervisory Officers' Association (OCSSOA); and,
- Ontario Catholic School Business Officials (OCSBOA).

OASBO and L'AGÉFO have been working as co-leads on this transition team.

Next steps

We are currently working with experts from Eckler Ltd. (an independent benefits consulting firm) and Koskie Minsky (a legal firm expert in establishing ELHTs) to organize CAEAS-ECAB, assess Board funding, review plan design options, determine a formal process to nominate and elect trustees, and communicate with you on the progress of this important initiative.

In order to complete this important work, OASBO is negotiating on behalf of the sector and CAEAS-ECAB a transfer payment agreement to fund the establishment of CAEAS-ECAB and the start-up of the ELHT in partnership with the Principals' Associations.

It is envisioned that there will be 12 seats on the CAEAS-ECAB governing body; 1 for each of the six professional Provincial Associations (i.e. CODE, OASBO, L'AGÉFO, OPSOA, OCSOA, OCSBOA) and 6 seats to be available for NANU employees who are not members nor represented by one of the six above.

The first tasks of CAEAS-ECAB, once organized will be to select its 2 Trustee representatives for the ELHT; this must be done by November 30, 2016 in order for the ELHT to be established with representatives from management and non-union employees of Ontario School Boards. This is a very important step and the November 30, 2016 deadline must be met or we will not have representation on the ELHT.

As we move forward, we'll be providing regular updates to keep you informed. We encourage you to review all of the materials provided, and we thank you in advance for your ongoing participation and support.

If you have any questions or comments at this point, please contact president@oasbo.org.



Peter Derochie
President