

CONTACT INFORMATION FOR CAAT PLAN RETIREES

1. Ontario Colleges Retirees' Association (OCRA)

www.ocraretirees.ca

OCRA , 938 Highland Road, Bridgenorth, ON K0L 1H0

“The Voice for Ontario CAAT Retirees”. OCRA is a provincially incorporated association that advocates for its members on interests and issues of concern to community college retirees. Membership is open to all Colleges of Applied Arts and Technology (CAAT) retirees, and individuals formerly employed by one of the CAAT system affiliated groups, or any individuals formerly employed by any other group which is included in the CAAT Pension Plan.

President: Linda Choptiany (Centennial) – president@ocraretirees.ca

Membership Coordinator: Janice Coughlin (Fleming) -membership@ocraretirees.ca

266 Charlotte Street, Suite 244, Peterborough, ON K9J 2V4

OCRA’s full Executive listing appears on the OCRA website www.ocraretirees.ca

2. Colleges Ontario (CO)

www.collegesontario.org 647-258-7670

Colleges Ontario, 20 Bay Street, Suite 1600, PO Box 88, Toronto ON M5J 2N8

(address shared with The College Employer Council - see 4 below)

An outreach and advocacy organization, serving the interests of all CAAT community colleges in the province; and acts on behalf of the Boards of Governors of the Colleges. Colleges Ontario was previously called Association of Colleges of Applied Arts and Technology of Ontario (ACAATO). The President and CEO is Linda Franklin - Tel: 647-258-7676 franklin@collegesontario.org

The Colleges Ontario web site, under the colleges tab, contains details of all senior administrative staff of every Ontario (CAAT) Community College.

The Committee of Presidents (COP) - A committee of Colleges Ontario, consisting of the Presidents of all 24 CAAT colleges. Their names and college contact information is available on the Colleges Ontario website. www.collegesontario.org

3. CAAT Pension Plan (The Plan)

www.caatpension.on.ca 416-673-9000 1-866-350-2228

Colleges of Applied Arts and Technology Pension Plan, 250 Yonge Street, Suite 2900, PO Box 40, Toronto ON M5B 2L7

The Plan was established in 1967 and until 1995, formerly administered by OMERS - Ontario Municipal Employees Retirement System. The Plan manages pensions for the CAATs (Colleges of Applied Arts and Technology); OCAS (Ontario College Application Services); OCLS (Ontario Colleges Library Service); Mohawk College Students’ Assn; CEC (College Employer Council); NORCAT (Northern Centre for Advanced Technology); Ontario Learn (Consortium of the Ontario Community Colleges that develop and deliver online courses); ROM (Royal Ontario Museum), and the employees of the CAAT Pension Plan.

Governance - there are two main operational committees within the CAAT Pension Plan: the Sponsors' Committee (SC) and the Board of Trustees.

Sponsorship and Trust Agreement (STA) - This important legal document established the Trust Fund and states the roles and responsibilities of the Board of Trustees and the Sponsors' Committee.

Trust Agreement (TA) – same as STA

Sponsors' Committee (SC) - This is a “partisan” committee of eight members, comprising four employer and four employee members, representing their respective groups **The College Employer Council (CEC)** for the Boards of Governors of the colleges, **OCASA** - Ontario College Administrative Staff Association, and **OPSEU** - Ontario Public Service Employees Union (2) – Academic and Support. The duties of the Sponsors' Committee include approving Plan amendments and proposed changes to benefits, and appointing trustees to the Board of Trustees.

Sponsors' Committee members (for detailed bios see the Pension Plan website):

<https://www.caatpension.on.ca/en/about-us/governance#Sponsors>

- * Kim Macpherson (Co-chair) – employee OPSEU (Benefits Counsellor)
- * Brian Tamblyn (Co-chair) – employer CEC (Past President and CEO, Georgian)
- Riley Burton – Employee OCASA (Confederation)
- Ross Gascho – employer CEC (Pensions and Benefits lawyer)
- Steve Hudson – employer CEC (VP Academic, Niagara)
- Pat (Patrick) Kennedy – employee OPSEU Academic (Algonquin)
- Anne Sado – employer CEC (President, George Brown College)
- Tom Wilcox employee OPSEU Support (Sheridan)
- * Co-chairs have a one-year term

Board of Trustees - This is a “non-partisan” committee of twelve members comprised equally of Employer and Employee representatives.

The Board of Trustees is responsible for supervising the day-to-day operations, and oversees management of the finances and investments, including investment strategies. The Board of Trustees recommends changes in benefits to the Sponsors' Committee. There are three Board Committees – Administration, Audit and Investment. Each committee is split equally between Employer and Employee representatives.

Board of Trustees members (for detailed bios see the Pension Plan website):

<https://www.caatpension.on.ca/en/about-us/governance#Board>

- *Scott Blakey (Chair) – CEC Employer (VP Administration Durham College)
- *Donald Wright (Vice Chair) - Employee OPSEU support (George Brown)
- Darryl Bedford – Employee OPSEU academic (Fanshawe)
- Rasho Donchev – employee OPSEU (Centennial)
- Harry Gibbs, - employer CEC (VP investments, Workers Comp. Board)
- Bill Kuehnbaum – OPSEU academic (formerly Cambrian)
- Karen McRae - CEC Employer (formerly Senior VP, investments at Mackenzie Financial Corp).
- Alnasir Samji, - employer CEC (Fellow of the Canadian Institute of Actuaries)
- Don Smith – Employee OPSEU academic (Georgian)
- Beverly Townsend – employer CEC (was chair of Colleges Ontario executive)

Gretchen Van Riesen – Employer CEC (Formerly CIBC VP Global Pension and Benefits)

Kim Watkins – Employee OCASA (Mohawk)

* Chair and Vice Chair have an 18-month term. One of these positions is filled by an Employee Trustee and the other by an Employer Trustee.

Retiree Trustee. (RT) Originally one of the members of the Board of Trustees was a “Retiree Trustee”, who supposedly represented retirees. Following a ruling by the Superintendent of Financial Services Commission of Ontario (FSCO), requiring the Plan to conform to the membership component of the Pension Benefits Act, the Plan chose to remove this position so that the “Retiree Trustee” designation no longer exists. Instead, a 6th “employee” trustee was appointed rotationally by OPSEU / OCASA. There is no longer a requirement for this person to be a retiree, and this person does not formally represent retirees. The ruling was on the basis that the Pension Benefits Act requires that at least one half of the Board of Trustees must be representatives of members. The inclusion of a Retiree Trustee caused the member representation to be less than half. This ruling required an amendment to the Sponsorship and Trust Agreement.

NOTE: See comments under item 8 - Ontario Expert Commission on Pensions (OECF)

4. The Council (The College Employer Council – CEC)

www.thecouncil.on.ca 647-258-7700
The College Employer Council, 20 Bay Street, Suite 1600, Toronto, ON M5J 2N8
(address is shared with Colleges Ontario)

The College Employer Council, previously named CCAC - the College Compensation and Appointments Council, and originally CoR - the Council of Regents.

The Council’s responsibilities include:

1. statutorily designated bargaining agent for the employers in negotiating collective agreements with college unionized staff
2. policy holder for the colleges’ group insurance plan. (i.e. the Council is the deemed administrator for staff insured benefits plans and for the Sun Life benefits for CAAT retirees.) Note: The Council’s work and its associated insurance and health benefits are totally unrelated to the college pension plan which is administered separately by the CAAT Pension Plan.
3. Effective November 1, 2015 the CEC took over from Colleges Ontario for identifying the “Employer” representatives who sit on the Board of Trustees and Sponsors’ Committee of the CAAT Pension Plan.

The CEO of the Council is Don Sinclair 647-258-7701 don.sinclair@thecouncil.ca

Human Resources Representatives are:

Cindy Daley, Director 647-258-7703 cindy.daley@thecouncil.ca

Stephen Lee Kam, Consultant 647-258-7705 stephen.leekam@thecouncil.ca

Yuliya Gopaul, Benefits Specialist 647-258-7715 yuliya.gopaul@thecouncil.ca

Group Insurance Details:

Joint Insurance Committees – (JIC) These three active employee committees facilitate communication between the Council and the three active employee groups within the colleges (Academic, Support and Administration) on the subject of group insurance

matters for CAAT employees. **Note: this is not the same as the CAAT Retirees Group Insurance Advisory Committee.**

CAAT Retirees Group Insurance Advisory Committee – (CRGIAC)

This committee acts as an advisory body and assists the Council in ensuring the appropriate benefit design and cost effectiveness of the group insurance benefit plans available for all eligible retirees.

Committee Composition: (Three year term of office)

The committee comprises:

One retiree appointed by OPSEU CAAT Academic – currently Leslie Millson-Taylor (ret. Georgian)

One retiree appointed by OPSEU CAAT Support - currently Sheila Hirsch-Kalm (ret. Seneca)

One retiree appointed by OCASA, Ontario Colleges Administrative Staff Association - currently Susan Alcorn MacKay (ret. Cambrian)

Three management representatives appointed by the Council - currently Cindy Daley, Sandra Bennett and Rick Ho

One resource person appointed by OPSEU (currently Kim Macpherson)

One resource person appointed by OCASA (currently Cindy Gareau)

One resource person appointed by the Council (currently Stephen Lee Kam)

Additionally, when necessary, representatives of insurance carriers attend meetings to provide information but do not act as resource persons for any of the parties. (currently Ron Kalbfleisch, Sun Life; Aon Hewitt, Consultants)

The Committee is responsible for developing recommendations based on consensus (agreement and/or abstinence constitutes consensus) for the CAAT retirees' group insurance plans. The duties of the Committee are to:

- a) facilitate communication between OPSEU, OCASA, the Colleges, the Council, and retirees.**
- b) understand the retiree benefit plans**
- c) consider the impact of proposed new benefit improvements or the deletion or modification of existing benefits and recommend to the Council any change to the retiree group insurance benefit plans;**
- d) monitor the administration of the retiree plans**
- e) assist in the design of the communication materials**
- f) review contentious claims and make recommendations when such claim problems have not been resolved through the existing administrative procedure.**
- g) review proposed premium rate renewals and make recommendations to the Council.**

5. College and University Retiree Associations of Canada. (CURAC)

www.curac.ca

CURAC is a federally incorporated volunteer association whose mandate is to facilitate communication among college and university retirees in all parts of Canada. Membership includes a category for organizations (associations).

6. Financial Services Commission of Ontario. (FSCO)

www.fSCO.gov.on.ca 416-250-7250 1-800-668-0128

Financial Services Commission of Ontario, 5160 Yonge Street, PO BOX 85, Toronto, ON M2N 6L9

This arm's-length regulatory agency of the Ministry of Finance regulates pension plans, insurance companies etc. via the Pension Benefits Act (PBA). The PBA sets minimum standards for requirements such as vesting and eligibility and defines rights of plan members and obligations of plan sponsors. Failure of Pension Plans to adhere to the PBA may result in action / rulings by FSCO.

FSCO is the body that OCRA has dealt with regarding the retiree representation issue and the CAAT Pension Plan. Every year OCRA is invited by FSCO to comment on their Statement of Priorities and to attend a Stakeholders meeting.

7. Ontario Colleges Administrative Staff Association (OCASA)

www.ocasa.on.ca 1-866-742-5429

This association promotes the interests and needs of the province's college administrators. Membership is open to college administrators and retired administrators. College presidents are excluded from membership.

OCASA President: Krista Pearson, Registrar, Algonquin College 613-727-0002

1-800-565-4723

Executive Director: Cindy Gareau cindy.gareau@ocasa.on.ca

1-866-742-5429

8. Ontario Expert Commission on Pensions (OECF)

In 2006 the Ontario Minister of Finance established the OECF to review the Pension Benefits Act, and to make recommendations to the Minister in the summer of 2008. A public consultation process involved written and oral submissions followed by public hearings in five cities across Ontario in October and November 2007. There were 127 written submissions, including those from OCRA, the CAAT Pension Plan, CURAC and others. The Commission Report, *A Fine Balance: Safe Pensions, Affordable Plans, Fair Rules* (<http://www.fin.gov.on.ca/en/consultations/pension/report/>) was released on November 20th, 2008 with 142 recommendations some of which have been incorporated into the 2010 Pension Benefits Act. The following statements in the report written by the Commissioner Dr. Harry Arthurs are especially pertinent in light of the changes made to the CAAT Pension Plan Sponsorship and Trust Agreement.

1. "It is inappropriate, I feel, that retirees should be denied a voice in decisions that crucially affect their interests." "Retired members should be able tonominate their representatives on any governance body....."
2. "*The Pension Benefits Act* should be amended to describe pensioners as "retired" rather than "former" plan members." (Recommendation 8-28)

Derrick May
OCRA Past President
Updated March, 2018