

1. 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 3 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).

Colleges Ontario is responsible for identifying the “Employer” representatives who sit on the Board of Trustees and the Sponsors’ Committee of the CAAT Pension Plan.

Colleges Ontario is also closely linked from an employer perspective to the Council (see 3 below). Currently 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.

2. CAAT Pension Plan (The Plan)

www.caatpension.on.ca 416-673-9000 1-866-350-2228
Colleges of Applied Arts and Technology Pension Plan, 2 Queen Street East, Suite 1400, PO Box 22, Toronto ON M5C 3G7

The Plan was established in 1967 and 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 System); CEC (College Employer Council); NORCAT (Northern Centre for Advanced Technology); Ontario Learn (Consortium of the Ontario Community Colleges that develop and deliver online courses), and the employees of the CAAT Pension Plan.

Derek Dobson is the CEO of the Plan. Tel: 416-673-9001 ddobson@caatpension.on.ca

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 Colleges Ontario (CO) 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: (See the Pension Plan website for detailed bios)

***Marilou Martin (Co-chair) – OPSEU Support (George Brown)**

***Rick Miner (Co-chair) - employer, past-president Seneca College**

Barbara Cameron – employer (Fleming)

Stephen Campbell – employer (Canadian Medical Protective Association)

Rick Helman – OCASA (Loyalist)

Peggy McCallum – employer (pensions and benefits lawyer)

Shirley McVittie - OPSEU

Damian Wiechula – OPSEU academic (George Brown)

*** Co-chairs have a one-year term**

Board of Trustees - This is a “non-partisan” committee of twelve members split equally between 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: (See the Pension Plan website for detailed bios)

*** Donald Walcot, (Chair) - employer (independent investment advisor)**

***Alec Ip, (Vice – chair) OPSEU support (Lambton)**

Darryl Bedford, academic (Fanshawe)

Bernard Belanger OPSEU academic (Loyalist)

Harry Gibbs, employer (VP investments, Workers Comp. Board)

Pierre Giroux, OCASA (formerly Algonquin)

John Rigsby, employer (formerly Loyalist)

Alnasir Samji, employer (actuary)

Michael Seeger, OCASA (Loyalist – Chartered accountant)

James Simpson, employer

Beverly Townsend, employer (was chair of Colleges Ontario Executive).

Donald Wright, OPSEU support (George Brown)

*** Co-chairs have an 18-month term**

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. 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 7 (page 4) -OECF (Ontario Expert Commission on Pensions November 2008)

3. The Council (The College Employer Council)

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.

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

Human Resources Representatives are:

Mary Hofweller, Director 647-258-7703 mary.hofweller@theCouncil.ca

Stephen Lee Kam, Consultant 647-258-7705 stephen.leekam@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 Joan Cunnington

One retiree appointed by OPSEU CAAT Support - currently Sheila Hirsch

One retiree appointed by OCASA, Ontario Colleges Administrative Staff Association - currently Catherine Peterson

Three management representatives appointed by the Council - currently Mary Hofweller, Jim Garner and Rick Ho

One resource person appointed by OPSEU (currently Shirley McVittie)

One resource person appointed by OCASA (currently Diane Posterski)

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, Anne Stevenson-Schramm, Morneau Shepell)

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.

4. **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). OCRA is a member of CURAC. OCRA Executive Member Joan Cunnington is also a CURAC Board member and the CURAC newsletter editor.

5. **Financial Services Commission of Ontario. (FSCO)**

<p>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</p>

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. It is also the body that the OECF (Ontario Expert Commission on Pensions) recommended be replaced by a new Ontario Pension Regulator.

6. **Ontario Colleges Administrative Staff Association (OCASA)**
www.ocasa.on.ca 1-866-742-5429

This is a voluntary association that promotes the interests and needs of the province's college administrators. College administrative retirees can become members but former college presidents are excluded from membership.

OCASA President: Rick Helman (Loyalist) rhelman@loyalist.on.ca 1-888-LOYALIST
Executive Director: Diane Posterski diane.posterski@ocasa.on.ca 1-866-742-5429

7. 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 involving 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
November 2011