

The following was negotiated between the Administration and UTFA and so forms part of the Martin Teplitsky Arbitration award, dated October 5, 2010. This award is posted in full at [http://www.utfa.org/sites/default/files/webfiles/pdf\\_files/SBP%20Teplitsky%20Award%20for%202009-10-11.pdf](http://www.utfa.org/sites/default/files/webfiles/pdf_files/SBP%20Teplitsky%20Award%20for%202009-10-11.pdf)

## Joint Benefits Committee

### Terms of Reference

- 1) The Committee will consist of 3 representatives from the University and 3 from the University of Toronto Faculty Association (UTFA). The Chair will rotate between the parties.
- 2) The Committee will meet at least quarterly.
- 3) Terms of Reference for Joint Benefit Committee:
  - a. Review of claims experience, including trends, impact of negotiated plan changes, and impact of external changes (e.g. Health Canada, OHIP changes, Ontario Drug Benefit Plan) that affect plan provisions and/or claims patterns. Plans include Health and Dental, LTD, Life and Joint Membership.
  - b. Review of annual plan financial statements and renewal/premium recommendations from HR/Finance.
  - c. Participate in an advisory capacity on the selection of plan administrator(s), should plans be marketed.
  - d. Review claim rejection/denial reports to identify trends or patterns.
  - e. Review and provide advice on communication materials for plan members, including plan booklets, annual communications re premiums, and web communications.
- 4) Claims Denials/Rejections for Medical/Dental plans:

Where a member has brought forward to UTFA a denied claim that has been unsuccessfully appealed to the Plan Administrator, UTFA may forward the claim, with accompanying documents including any relevant medical information, to the Committee for review to identify whether there is any concern re the claim adjudication, or lack of clarity re the rejection. If the committee is unable to resolve the issue, UTFA may forward the claim, on behalf of the member, to the Chair of the GRP for adjudication. Such adjudication shall be in accordance with the current plan provisions.

The Committee will have access to a Benefits Consultant as required to review issues and consider alternate benefit plan designs.

**UTFA representatives on the Joint Benefits Committee for 2010-11 are**

1. Professor Mary Alice Guttman, email [mguttman@oise.utoronto.ca](mailto:mguttman@oise.utoronto.ca)
2. Professor Shashi Kant, email [shashi.kant@utoronto.ca](mailto:shashi.kant@utoronto.ca)
3. Professor Luc Tremblay, email [luc.tremblay@utoronto.ca](mailto:luc.tremblay@utoronto.ca)

Assistance to the UTFA representatives will be provide by Reni Chang, email [chang@utfa.org](mailto:chang@utfa.org)

**For Assistance to UTFA Members**

For UTFA assistance on any benefits issue or problem, please send an email to [faculty@utfa.org](mailto:faculty@utfa.org) or call the UTFA office at 416-978-4976