



# Electrical Workers' Benefits Plan

ALBERTA

## ANNUAL REPORT – SEPTEMBER 30, 2020

For the ELECTRICAL INDUSTRY INSURANCE BENEFIT TRUST FUND OF ALBERTA



**ECAA**

Electrical Contractors  
Association of Alberta

**Plan Administrator:**

Employee Benefit Funds Administration Ltd.

4211 – 95 St NW

Edmonton, Alberta, Canada T6E 5R6

[www.ebfa.ca](http://www.ebfa.ca)



## ELECTRICAL INDUSTRY INSURANCE BENEFIT TRUST FUND OF ALBERTA

### To: Plan Members and Contributing Employers

We are pleased to present our Annual Report which outlines the activities of the Fund during the fiscal period ending September 30, 2020.

During the fiscal year under review, \$13.7 million in benefits were paid on behalf of Plan Members and their Dependents.

The last half of the fiscal year was dramatically impacted by the COVID-19 pandemic. Access to many non-essential health service providers was disrupted as a result of public health orders. The number of claims made by Plan Members decreased due to lack of access to service providers. The pandemic also negatively affected the number of Plan Members and investment returns.

In response to the pandemic, the Fund Office closed on March 13, 2020 to in-person services. Changes were made to accommodate digital claims and services. The reimbursement of online purchases of Supplementary Health items was approved. Registration and Declaration of Beneficiary Forms submissions were approved by facsimile or email.

The Trustees started a review of their Governance Plan.

ClaimSecure Inc. was selected as the new prescription drug claims administrator to replace NexgenRx Inc. effective March 1, 2021.

Dental Care Benefits were increased to provide 90% reimbursement in accordance with the revised *2020 Alberta Dental Fee Guide* (effective April 1, 2020).

The Statement of Investment Policies and Procedures was reviewed and updated to April 7, 2020.

Changes to federal legislation resulted in the Trustees electing to continue the Trust as an Employee Life and Health Trust.

2020 was a time of change for the Board of Trustees. There were resignations from William Munro and three long-time Employer Trustees, Robert Lynn, Elver Olsen, and Arthur O.R. Thormann. Their vacancies were filled respectively by Brian Townsend, Kelly E. Morris, Timothy Brower, and Brian Halina. It is with great sadness to note former Trustee Elver Olsen passed away in August 2020.

The Trustees are continually reviewing alternatives to provide cost-effective delivery of benefits and to ensure the value of benefits to Plan Members.

Audits have been performed on the records of the Fund and the complete Financial Statements are kept on file at the Fund Office.

Finally, we are pleased to recognize the next fiscal year will mark the Trust Fund's 50<sup>th</sup> anniversary as of April 1, 2021. We are proud of the legacy of benefits support to plan members and their families over the past half century

Yours very truly,

*BOARD OF TRUSTEES*

## HOW THE FUND'S BENEFITS WERE DISTRIBUTED

October 1, 2019 to September 30, 2020

<u>Insured Benefits</u>	<u>Amount Paid</u>
<b>Plan Members</b>	
Life Insurance	\$ 1,649,319
Accidental Death & Dismemberment	300,000
Weekly Disability	153,138
Long Term Disability	1,073,886
Supplementary Health Expenses	748,845
<b>Dependents</b>	
Life Insurance	92,000
Supplementary Health Expenses	<u>743,474</u>
<b>Total Insured Benefits</b>	<b>\$ <u>4,760,662</u></b>
<b>Disability Benefit Contributions</b>	<b>\$ <u>78,804</u></b>
<b>Employee Assistance Program</b>	<b>\$ <u>93,100</u></b>
<b><u>Direct Reimbursements</u></b>	
<b>Plan Members</b>	
Dental Care (incl. Orthodontia)	\$ 2,035,947
Prescription Drugs	2,030,469
Vision Care	411,864
<b>Dependents</b>	
Dental Care (incl. Orthodontia)	2,102,514
Prescription Drugs	1,750,023
Vision Care	<u>453,040</u>
<b>Total Direct Reimbursements</b>	<b>\$ <u>8,783,857</u></b>
<b>TOTAL BENEFITS PAID</b>	<b>\$ <u>13,716,423</u></b>

## STATEMENT OF CHANGES IN NET ASSETS

For the Year Ending September 30, 2020

### Increase in Net Assets

Contributions	\$ 11,712,838	
Less Reciprocals	<u>(12,734)</u>	\$ 11,700,104
Investment Income		3,285,707
Current Period Change In Market Value of Securities		<u>(150,088)</u>
		<u>14,835,723</u>

### Decrease in Net Assets

Premiums for Plan Benefits	3,222,483	
Direct Reimbursement	8,428,857	
Administrative Expenses	1,367,663	
All Other Expenses	<u>423,517</u>	13,442,520
Change in Hour Bank Liability		57,000
Change in Years of Service Liability		(202,000)
Change in Premium Contribution Liability		<u>(28,000)</u>
		<u>13,269,520</u>
Increase in Net Assets Available for Plan Benefits		1,566,203

### Change in Reserves

Change in Additional Premium Waiver		(26,000)
Change in Claims Fluctuation Reserve		<u>(814,000)</u>
Change in Balance Available for Other Contingencies and Future Benefits		726,203
Balance Available for Other Contingencies and Future Benefits on Oct 1, 2019		<u>31,372,372</u>
Balance Available for Other Contingencies And Future Benefits on Sep 30, 2020		\$ <u>32,098,575</u>

**THE FUND'S STATEMENT OF FINANCIAL POSITION**

**As of September 30, 2020**

**Assets**

Cash in Bank	\$ 2,283,844
Investments	48,970,331
Contributions Receivable	822,896
Other Receivables	2,399,005
Prepaid expenses	<u>10,750</u>

**Total** **\$ 54,486,826**

**Liabilities and Net Assets**

Accounts Payable		\$ 517,251
Provision for Unreported Claims		1,578,000
Hour Bank Liability		8,070,000
Pension Contribution Liability		334,000
Years-of-Service Bank Liability		7,352,000
Net Assets		
Claims Fluctuation Reserve	\$ 3,301,000	
Additional Premium		
Waiver Reserve	1,236,000	
Balance Available		
Other Contingencies and		
Future Benefits	32,098,575	<u>36,635,575</u>

**Total** **\$ 54,486,826**

**Trustees' Fees and Expenses**

Trustees are paid for attendance at Board Meetings, educational conferences and time spent on specified Fund business, in accordance with an established remuneration policy. In addition, Trustees are reimbursed for reasonable expenses, travel, meals and accommodations as required as a result of the duties assumed. During the 2019/2020 fiscal year, there were 23 Board of Trustee meetings (held both in-person and virtually) and 1 educational conference attended (in 2018/2019 – 8 Board of Trustee meetings, 12 teleconferences and 4 education conferences attended.)

	<b>2020</b>	<b>2019</b>
Trustee' fees	\$ 194,355	\$ 211,347
Trustee expenses	<u>9,543</u>	<u>16,159</u>
<b>Total</b>	<b>\$ <u>203,898</u></b>	<b>\$ <u>227,506</u></b>



**Board of Trustees (October 1, 2019 – September 30, 2020):**

Timothy Brower<sup>1</sup>  
Brian Halina<sup>1</sup>  
Robert Lynn<sup>2</sup>  
Kelly E. Morris<sup>3</sup>  
William Munro<sup>4</sup>  
Elver Olsen<sup>4</sup>  
Michael A. Reinhart  
Ken Sieben  
Arthur O.R. Thormann<sup>4</sup>  
Brian Townsend<sup>1</sup>

<sup>1</sup> Appointed effective July 1, 2020

<sup>2</sup> Term ended February 29, 2020

<sup>3</sup> Appointed effective June 8, 2020

<sup>4</sup> Term ended June 30, 2020

**Plan Benefit Consultant:** The Melnyk Benefits Consulting Group Ltd.

**Underwriters of Insurance Benefits:** The Manufacturers Life Insurance Company  
Policy #3602 and #6012

Industrial Alliance Pacific Life Insurance Company  
Policy #119-3183

**Family Assistance Provider:** Lifeworks by Morneau Shepell

**Prescription Drug Administrator** NexgenRx Inc.

**Investment Consultant:** Ellement Consulting Group

**Investment Managers:** Fiera Capital Corporation  
Romspen Investment Corporation

**Custodian:** RBC Investor Services Trust

**Auditor:** Donnelly & Co. LLP

**Legal Counsel:** Warren Benson Amantea LLP