

METRO CATHOLIC TEACHERS' LONG TERM DISABILITY PLAN BOARD OF TRUSTEES REPORT TO THE 2020 UNIT GENERAL MEETINGS

Terms of Reference

1. To administer the Metro Catholic Teachers' Long Term Disability Plan.
2. To adhere to the LTD Plan's Terms of Administration as approved by the Joint Executives.

Specific Tasks/Activities

As part of the Provincial LTD Plan former MCTLTD Chair Anthony Bellissimo is serving as a voting member of the Provincial LTD Committee.

COVID and Mental Health Supports: A special MCTLTD COVID Newsletter with Mental Health focus and resources was prepared to assist members with the stresses of the COVID outbreak and links have been highlighted on our website. Information is included below.

- <https://feelingbetternow.com/Website/About/COVID-19.aspx>

A free, confidential program can help anyone with a smartphone or computer manage their COVID-19 related anxiety and stress. Starling's program can help you:

- Understand and manage your moods and negative thoughts
- Set goals to keep your life on track
- Maintain healthy boundaries for accessing COVID-19 news
- Access a supportive, confidential online community for ongoing peer support

This program will arm members with the resilience they need to keep professional and personal lives on track during this time. **To register, go to** <https://covid19.starlingminds.com/registration/covid19>

Communications: To enhance communications, a revised newsletter continues to be produced three times a year and the website (mctltd.ca) reflects the Provincial LTD Plan.

MCTLTD General Membership Meeting: In accordance with the amended Terms of Administration a General Membership Meeting was held on February 25, 2020. Members were provided with current information regarding the LTD Plan and provided with financial information regarding MCTLTD. Special thanks to Keren Higgins from OTIP for her continued support of our members and the Board of Trustees.

Joint Executive: A Trustee and Executive session was held on February 25, 2020. Vic Medland CEO of OTIP presented on the Provincial LTD Plan changes and did a Question and Answer session. OTIP and Starling Minds did a presentation on mental health resources for OECTA members.

Opt Out Provisions: The MCTLTD Board made a commitment to ensure that members who have satisfied the opt-out criteria were aware that they were paying for services for which they are no longer entitled and they are advised to contact our office regarding next steps. Notice for Opt-Out, is regularly sent through TECT and TSU newsletters and MCTLTD newsletters. If you have questions, contact the MCTLTD office and we will assist you with these matters.

2020 Premium Rate: The Plan rates determined by the Provincial LTD Board of Trustees will remain at 1.58% of gross salary (PST included).

Early Intervention Programme: As part of the Provincial LTD Plan, members are required to participate in the Early Intervention (EI) Program. The purpose of the program is to enable members to return to work as soon as it is practical to do so. After the initial contact from OTIP, a member may choose not to participate in the EI program and this decision will not have a detrimental impact on any future LTD claim. Please be assured that any medical or personal information related to a member's particular situation will be held in the strictest confidence and will not be shared with the TCDSB nor the unit office.

Current Claims as of March 31, 2020		
Manulife	Great West Life	OTIP
Active (1)	Active (67)	Active (54) Pending (17)

General Report

The MCTLTD has continued to build the service with OTIP as our Provincial LTD plan partner. Members now have access to Feeling Better Now and CarePath. Feeling Better Now is a mental health support which all members will find helpful. Like physical fitness paying attention to our mental health helps keep us in better shape and helps us be more resilient. CarePath is a support program to assist members with the challenging journey that comes with a cancer diagnosis. These have both been well received by members who have used them. Links can be found on our website at www.mctltd.ca.

The MCTLTD Board actively and diligently administers the LTD Plan on behalf of the membership. In this respect, we maintain a full-time office with a full-time Chairperson, and an Administrative Assistant. Ongoing activities involve daily communication with both the members and the insurance company. The office is your advocate for LTD related issues. We work on individual cases and concerns as well as policy and procedures in collaboration with the TECT and TSU unit offices.

MCTLTD is actively involved with the rehabilitation services offered to members and works closely with Angela Tersigni (TSU) and Deborah Karam (TECT) who assist members in their return to work.

MCTLTD had completed putting in place remote office functions in the 2019-20 year and as such a transition to remote service operation during the COVID Period has been put in place. Regular service hours have been and will be maintained.

As I complete my third year as Chairperson, I would like to thank and acknowledge the efforts of the MCTLTD Board of Trustees. They are an informed and committed group who show keen interest in the members. Their questions, ideas, and commitment do serve the members well.

Special thanks as always is owed to our Administrative Assistant Diane Docherty. Her genuine concern, depth of knowledge and attention to detail are recognized by members as she assists them to understand and move effectively through the many complex layers in LTD. She is personal and professional and guides the work of the office very effectively in all its detail. She is a true advocate who has served our members for over 30 years. I am thankful for all of her work and personal support.

Recommendations

1. That the Metro Catholic Teachers' Long Term Disability Plan Board of Trustees (the MCTLTD Board), in conjunction with TECT, TSU, Provincial OECTA and OTIP, advocate and take the necessary actions to:
 - (i) Continue to review and refine policy and procedures with TECT/TSU, the Board and with our Provincial LTD Partner OTIP to ensure the best service for members.
 - (ii) ensure that the needs of the membership are being addressed through this Plan at the local and provincial level.
 - (iii) continue to review member needs to consider ways to improve service or advocacy.
2. That the MCTLTD Board prepare and implement, as per the Terms of Administration, a General Membership meeting, and a Joint Executive meeting in each year.

Respectfully submitted,



René Jansen in de Wal
Chairperson, MCTLTD Board of Trustees

2019-20 MCTLTD BOARD OF TRUSTEES

Anthony Bellissimo	Co-Chair, TECT Office	Patricia Minnan-Wong	TECT Office
Julie Altomare-Di Nunzio	TECT Office	Pete McKay	TSU Office
Rob Bauer	TECT Office	Ellen Mary O'Sullivan	Dante Alighieri
Louisa De Ciantis	TECT Office	Angela Tersigni	TSU Office
Deborah Karam	TECT Office		