REPORTS NOT RELATED TO THE JURISDICTION OF ANY COMMITTEE

REPORT OF THE

SECRETARIAT COMMITTEE

DATED JUNE 12, 2001

On motion of Councillor Lazarenko, the Report of the Secretariat Committee dated June 12, 2001, was considered.

Amendment to the Councillors' Representation Allowance (CRA) Fund - Disability Benefits for Councillors' Assistants
File GC-2 (Vol 11)

659 - 1. On May 24, 2000, Council adopted Clause 1 of the Report of the Secretariat Committee dated May 23, 2001 which amended the then Ward Communication Allowance Policy to provide for benefits to be paid to Councillors' Assistants after six months of service, including Short Term and Long Term Disability.

On March 21, 2001, Council replaced the Ward Communication Allowance Policy with a Councillors' Representation Allowance (CRA) Fund - Policy Requirements under Clause 1 of the Report of the Secretariat Committee dated March 20, 2001. The CRA Fund also provided for benefits identified in its Schedule of Benefits for Councillors' Assistants.

Zurich Canada, underwriters of the benefits schedule contract, recently advised by way of letter dated March 28, 2001, that when the contract was underwritten, they were not aware that the Councillors' Assistants were "contract" in nature. They advised that had this information been clear, they would not have agreed to become the carrier for this group. Under the terms of the Zurich Canada contract, employees must be "full time" employees. They noted that while Councillors' Assistants are considered to be full-time employees, there is always the chance that their contracts will not be renewed.

Zurich Canada advised that they would continue the Life Insurance, Accidental Death and Dismemberment, Health and Dental coverage as originally written. However, the Short Term and Long Term Disability Benefits would not be provided beyond March 1, 2001.

The Secretariat Committee undertook to explore alternatives for the provision of short and long term disability benefits and discussions were held with members of Council and representatives from Investors Group Financial Services. Investors Group has advised that private long term disability plans would be available but that short term disability plans are not.

The Secretariat Committee recommends:-

I. That the Schedule of Benefits for Councillors' Assistants, as outlined on Appendix "A", be amended by:-

a) deleting the Short Term Disability Benefit section provision in its entirety;

b) deleting the wording currently provided under the Long Term Disability section and replacing the wording with the following: "Private plans to be provided at the discretion of the Ward Councillor".

II. That the Councillors' Representation Allowance (CRA) Fund - Policy Requirements be amended to reflect the above.

Report of the Secretariat Committee dated June 12, 2001

Moved by Councillor Lazarenko,
Adoption of the clause.

Carried.

(See Minute No. 675 for attachment)