

OUTREACH



To The Superannuated Teachers
of Saskatchewan

President's Report

Sunil Pandila

Greetings to all STS members! As we continue our journey through 2022, new world events have taken the forefront overshadowing the COVID situation. The effects of both continue to impact all of us in many ways. The cost of groceries and everyday commodities has seen a huge spike as they cut into everyone's household budget. With travel restrictions being eased effective April 1, people are itching to travel again, the cost of fuel is making us think twice about our travel patterns. Watching the events unfold in Eastern Europe just adds to the questions about the future.

Despite this state of affairs, your Executive continues to focus on the successes over the year. We continue to use Zoom for conducting business but look forward to the in-person gatherings. I am sure I am not alone when I say that I miss that opportunity for getting together instead of sitting in front of a computer screen. I am hopeful that with a little more patience, as we have shown so far, we will be back to a more normal setting for next year. I look forward to that time!

As we plan for a virtual AGM once again, we are making some changes from last year to make sure that the two days run smoothly as planned. More information will be coming out shortly, but in the meantime,

please ensure that you have your Delegates ready to attend. I would also like to encourage members to consider running for the STS Executive for next year. It is rewarding knowing that you are able to serve our 11,971 members!

Spring is almost here and Chapters are beginning to get together again after considerable time to carry out the necessary work at the local level. At the same time, some of our recreation events are beginning to be rescheduled for later this year. I hope you participate by taking advantage of these opportunities. Thank you to all members who took the time to complete our online member survey. We received 1,160 responses which represents approximately 10% of our membership. The results are now being tabulated and we should have preliminary data by the end of April. The survey came out of a resolution last year and is intended to guide the Executive on future planning, priorities and goal setting.

The Executive just completed our March meeting, and we continue to make progress on the initiatives this year. The Governance and Handbook Review Committee (GAHR) has drafted a revised Bylaw 4 - Financial Affairs. This will be presented to the membership at AGM. To give Delegates an

opportunity to understand and ask questions for a better understanding, our goal is to conduct a series of regional, in-person meetings along with one Zoom session prior to the AGM. This would simulate the sessions we normally conduct at the AGM for resolutions. Hopefully this process will be of value to Delegates in assisting them with making decisions on the resolutions. More work will be done over the course of next year as the GAHR continues its focus on governance review.

Phase One of the SSM Home Supports Initiative is now complete and was very successful. There was a wide range of commercial media advertising since the start in October 2021. Phase Two will begin this spring. The goal is to build on the successes by increasing awareness of the Home Supports Initiative and try to put structures in place which will effectively deal with the needs of older adults.

The Executive has approved the new two-year agreement with Saskatchewan Blue Cross for our Group Benefits Plan. There are some increases to benefits in the areas of vision care, yearly maximum on drug costs, medical equipment maximum to name a few. The Committee had to take into account the increase in costs, and by using some reserves, was

able to find a balance between premium increases and Benefit improvements. Additional details were provided to every Plan holder. I also want to remind those who were enrolled in the Group Benefits Plan as of July 1, 2021, to use your Health Spending Account allocation of \$250 per primary plan holder by June 30, 2023. I know that seems far away, but we do not want you to miss out on this opportunity.

I would like to thank the membership for your support over the past four years. It has been a different four years to say the least! I never thought that I would be here as President for this length of time, but the pandemic put a swift end to the way we were used to doing things. Yet, it does not feel like I have been President for four years as we have had very minimal Chapter meetings and socials, fewer opportunities to welcome new members to our Chapters, no recreation events, and only one in-person AGM. Your Executive has literally been working from “behind the scenes” on your behalf. I am proud of the work we have accomplished and would like to thank all the current Executive members for their time and on-going commitment and

dedication. I have been proud to lead our organization through these difficult years of meeting in the confines of a computer room or in the isolation of our homes. I have missed those opportunities of getting together as an STS “family.” I look forward to serving the STS again and hope that we can finally host an in-person AGM next year! Please be sure to read the reports from our Executive Committees in this edition to make sure you have the latest, updated information on their work.

On behalf of the Provincial Executive and Staff, I wish all of you and your families the best as once again we can get outdoors as spring sets in. If you are having a Chapter meeting and would like the President to attend, please do not hesitate to contact me. I would be happy to attend and meet your members. Stay engaged and connected and for more information about any of our programs, initiatives, or how we can support you in your Chapters, please do not hesitate to call the Office at 306-373-3879 or visit our website at www.sts.sk.ca. You can also contact me at sunil.pandila@sasktel.net or 306-692-2420.

Advocacy

Huguette Kitchen and Devona Putland

At the March 16, 2022, meeting of the Advocacy Committee, the Committee reviewed a report for Saskatchewan Seniors’ Mechanism (SSM) which summarized the success of the Home Supports Initiative (HSI) campaign. The Provincial Executive had earlier approved a contribution of \$100,000 to SSM from the Contingency Fund in support of this campaign and in support of resolutions passed at the 2021 AGM.

Reports from media analysts indicate the campaign is not only successful in its exposure and promotion, but also in the engagement of people registering with the campaign. Social media uptake was also very positive in response to people becoming aware of the campaign.

The Committee discussed how STS advocacy efforts should be consistent with the Aims of the STS as expressed in the Constitution. The potential for further Policy or Guideline work clarifying this was identified as a possibility for next year and has been forwarded to the Governance and Handbook Review Committee for further input.


ACER-CART

Helen Sukovieff

The ACER-CART Canadian Photo Gallery is online! The past two years have been challenging, but this project celebrating the beauty of Canada has potential to make us all feel better. The ACER-CART Communications Committee invites all members to visit acer-cart.org and click on Canadian Photo Gallery to both enjoy the pictures already submitted and to submit pictures of your own.

In addition, while you are on the ACER-CART website, please click on Current News. At that link you will find a letter to federal Seniors’ Minister, Honourable Kamal Khera and another letter to the federal Minister of Health, Honourable Jean-Yves Duclos. I hope these letters provide some information regarding the efforts of the national committee.

Lastly, please check out the rest of the website and check back for responses to the letters referenced above.



Congratulations

to the following Assiniboine Chapter members who recently celebrated birthdays:

Ernie Gabora (92),
Taras Korol (94),
Edith Kotzer (92)

Annual General Meeting Planning

Doug Still and Anna Wehrkamp

The 2022 Virtual AGM will take place on Wednesday, May 11 and Thursday, May 12. Both days will begin at 9:00 a.m. and conclude by 2:30 p.m. (This will include a 45 minute break for lunch).

Day One will include various greetings and addresses, nominations, presentation of budget, tabling of Committee reports, Membership Growth Awards, presentation of Honorary Life Memberships and discussion and voting on resolutions. Be reminded that any nominations from the floor for the Provincial Executive must be submitted no later than 4:00 p.m. of the first day of AGM.

Day Two will include continued discussion and voting on resolutions, election of officers, 2022-23 budget approval and other additional business.

Similar to last year, we will be using two virtual platforms, Zoom and DOTS (Data on the Spot). Zoom is the platform that allows video participation and DOTS enables voting for resolutions and the Provincial Executive.

Pre-AGM Regional Meetings

Part of the feedback from last AGM was a desire to be able to more fully understand resolutions coming forward before having to vote on them at AGM. In addition, a key resolution coming forward this year is some proposed changes to Bylaw 4 - Financial Affairs. We want to be sure

there is good understanding of this proposed Bylaw change as well as the other resolutions.

In order to build an understanding of the resolutions and the proposed changes to Bylaw 4, a series of regional meetings prior to the AGM will be held. The meetings will be open to Delegates based in a particular region, for which mileage would be paid. Executive Secretary Murray Wall will be the primary presenter, with one or two Executive members also in attendance at each regional meeting. The regional meetings are not intended to debate the proposed Bylaw and resolutions, but rather to build understanding, provide clarity, surface questions and/or requests for further information.

These meetings will be in person, with further information being provided to Delegates. A virtual Zoom option for the pre-AGM Regional meeting will occur as well to ensure that those unable to attend an in-person meeting would have an opportunity to participate.

Virtual Zoom/DOTS and Practice Sessions

The plan is still to hold two virtual Zoom/DOTS "practice sessions" before the AGM to assist Delegates in familiarizing themselves with the virtual platform in order to facilitate participation in the AGM itself. More details will be provided to Delegates.

Honorary Life Membership

Gary Boechler and Don Gabel

The Honorary Life Membership Committee met on Wednesday, March 16, 2022, as part of the Provincial Executive meetings. At this meeting, two main issues were discussed:

Your Committee met and considered two nominations for Honorary Life Membership Awards. A decision was made to award both nominees Honorary Life Membership.

The recipients of the awards for 2022 are Fred Herron (Saskatoon Chapter) and Maxine Stinka (Assiniboine Chapter).

Work is still continuing on a selection rubric and will be completed in fall. The intention is to release the rubric to Chapters when it is completed.

Nominations

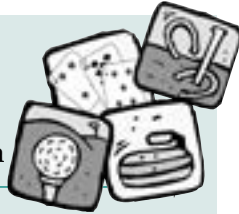
Adeline Wuschenny

Nominations for the Provincial Executive are still welcome. Deadline for submission of nominations is 4:00 pm the evening of the day prior to the STS Executive elections (Bylaw 3). To date, declared Candidates for the STS Provincial Executive are:

President	Sunil Pandila Doug Still
Vice-President	Sue Amundrud
ACER-CART	Helen Sukovieff
Councillors	Don Gabel Joyce Hoffman Jane Isinger Alan Laughlin Terri Mitchell Devona Putland
Member-at-Large	Gary Boechler Huguette Kitchen Diane Marchand Diane Selby Anna Wehrkamp Adeline Wuschenny

Recreation

Don Gabel and Alan Laughlin



As it appears that COVID-19 is loosening its hold, the Recreation Committee is pleased to announce that some STS recreation events will proceed in 2022. Pickleball hosted by the Outlook & District Chapter on May 28, Golf will be hosted by the Parkland Chapter on June 6-7, Curling hosted by the Yorkton Chapter tentatively set for November 14-16, Wakaw Chapter will host Kaiser and Stitch 'N Quilt in October with specific dates to be announced. Bridge, Mah Jongg, Bowling and Art will not take place in 2022.

Okanagan Valley Chapter

Gary Boechler

For any STS members that are retiring to the Okanagan, you will be happy to know that the STS has a Chapter in Kelowna. The Chapter has been in existence for over 40 years and is eager to serve and have you as a part of our membership. If you are moving to or currently living in the area, but were not aware of our Chapter please join us. Please contact Gary Boechler at 250-769-0290 or email garyboechler@yahoo.ca.

Group Benefits

Don Gabel

The Committee met with Saskatchewan Blue Cross Representatives Kristy Kolach and Glenn Reid. Bob Wilhelms of Elev8 Financial was also in attendance. As earlier reported, a shifting to an Administrative Services Only (ASO) Financial Agreement was signed effective January 1, 2022. The impacts of this new Agreement are that the STS takes on greater responsibility for the monitoring, investment and adequacy of these funds as well as greater responsibility to manage any risk embedded in the Plan. From January 1 to February 28 the Plan has a combined surplus (Health and Dental) of \$252,537.02. Overall, the fourth year of the Agreement with Saskatchewan Blue Cross has experienced a surplus of approximately \$1.11M. This surplus is largely attributed to COVID-19 impacts and is exceptional considering we are in the fourth year of the Agreement. It was also reported, however, that claims experience is now essentially returning to pre-COVID-19 levels.

Usage of the Health Spending Account (HSA) continues. The Health Spending Account provides \$250 to primary plan holders to claim for any items that are listed as eligible medical expenses on the Canada Revenue Agency website. The Provincial Executive allocated approximately \$2.15M in support of the HSA that will be in place until July 1, 2023.

Membership in the Plan is 8,566, which is a decrease of 12 since last month; however, STS Plan membership is up approximately 200 from this time last year.

Your Committee continues to provide oversight of the Plan, with the assistance of our consultant Elev8 Financial. The Plan continues to be in a sound financial position as we enter the final months of our current Agreement.

STS 2022 Pickleball Registration

STS Outlook & District Chapter "Spring Fling" Pickleball Tournament 2022

Date: Saturday, May 28, 2022

Location: Dinsmore Memorial Arena, Dinsmore SK

Time: 10:00 a.m. (ending approximately 4:00 p.m.)

Mixed Round Robin for Superannuated Teachers, their partners, and friends. Players will be guaranteed six games to 15 points with different partners. Lunch is available for purchase.

For further information contact:

Sue Lytle

Email: susan.lytle@outlook.com

Phone: 306-846-7949

REGISTRATION

Cost to enter will be \$10. Registration will be considered complete when the form is submitted and payment is received via e-transfer. Last day to register is **May 21, 2022**.

Please email registration to:

Ellen Manson at mansone357@gmail.com

NAME _____

EMAIL _____

ADDRESS _____

Skill category (check one):

- Recreational 2.5 Intermediate 3.0 Advanced 3.5 4.0+

Budget, Finance and Audit

Sue Amundrud

Current membership in STS has increased from 11,934 to 11,971 since January 2022. We would anticipate that we may break the 12,000 members' mark this year with new retirees joining our organization!

As of January 31, 2022, (seven months into our fiscal year), our revenue stands at \$626,699.34 and expenses at \$479,634.85 meaning that revenues currently exceed expenses by \$147,064.49. Although expenses are not evenly spaced over every month, we are still anticipating ending the year with a surplus largely due to COVID-19 impacts (unable to hold Chapter Presidents' Meeting or AGM in person), increased membership revenue (including administration

benefits from our Extended Health Fund) and investment income.

A significant review of financial affairs Bylaws and Guidelines has occurred this year, with a revised Bylaw 4 to be presented to this year's AGM. An opportunity will be provided to AGM Delegates to review, understand and ask questions about the proposed new Bylaw prior to the AGM itself – please watch for further information.

STS travel rate was reviewed in light of the increased fuel prices. The Provincial Executive has approved a rate of \$0.50/km effective immediately, with a proviso that travel rates should be reviewed every six months.

An Audit Service Plan for the year ending June 30, 2022, was presented to the Committee by representatives from Deloitte. They expressed appreciation for the fact that we have followed previous advice and have now engaged an external consultant to monitor and verify reports from Saskatchewan Blue Cross. They also indicated, for this first year at least, they will also be looking at processes used by the external consultant as part of the audit.

The draft budget for 2022-23 was presented, and has been approved for presentation to the AGM where it will be debated as per our policy.

STS 2022 Golf Tournament Registration

Hosted by Parkland Chapter

Date:

Monday, June 6 and Tuesday June 7, 2022

Location:

Hidden Hills of Shellbrook Golf Club and Canwood Pines Golf Course

All entrants must pre-register by **May 31, 2022**

NAME _____

EMAIL _____

ADDRESS _____

PHONE _____

Categories (check one):

- Women
- Men
- Senior Women (70+)
- Senior Men (70+)

Lady 2-person scramble (Tuesday)

PARTNER'S NAME _____

USUAL 18 HOLE GOLF SCORE _____

OR HANDICAP _____

Monday:

12:00 p.m. Registration @ Shellbrook
1:00 p.m. Shotgun Scramble

Tuesday:

8:00 a.m. Medal play
Lady 2-person scramble

Registration fee:

\$140.00 Two day's Green fees (36 holes) including cart, Monday Banquet and Tuesday Lunch _____

\$80.00 Monday Scramble, including cart and Monday Banquet **OR** Tuesday Medal Play **OR** Lady 2- person scramble and Tuesday Lunch _____

\$25.00 Extra banquet tickets _____

\$15.00 Extra Tuesday lunch tickets _____

TOTAL _____

Make cheques payable to: STS Golf 2022

Mail To: Robert Hryniuk
PO Box 11, Leask, SK S0J 1M0

For further information contact:

Robert Hryniuk

Phone: 1-306-466-2253

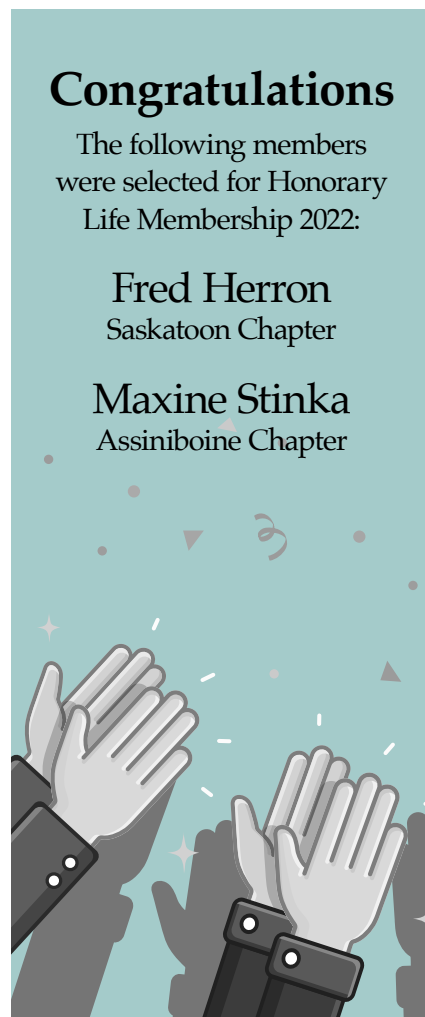
Email: dudley.hryniuk@sasktel.net

Congratulations

The following members were selected for Honorary Life Membership 2022:

Fred Herron
Saskatoon Chapter

Maxine Stinka
Assiniboine Chapter



Resolutions to AGM

Alan Laughlin

Resolutions that were carried at the 2020-2021 AGM have, for the most part, been addressed and the disposition of these resolutions is found on the STS website.

The Provincial Executive affirmed that the Chairperson or a member of the Resolutions Committee will assist with chairing the resolution session at the 2022 AGM.

The Executive has approved resolutions submitted to be debated at the 2022 AGM. The total number of approved resolutions at this time is 31 and can be found listed in this edition of *Outreach*. Resolutions can be submitted up to 4:00 p.m. the day before resolutions are debated at the Annual General Meeting.

The Executive affirmed Guideline 3.3 regarding the submission, potential editing and printing of background information that accompanies resolutions to ensure that the information is accurate, succinct and non-argumentative.

2022 Resolutions

Bylaw resolutions A.1, A.2 and A.3 will be emailed to Chapter Presidents.

Resolutions Directed to STS (A) (Non-Bylaws)

A.4 **BE IT RESOLVED** that the STS add the following to the current Policy Handbook Guideline 9 – Financial Affairs, clause 9.3.1, “The goal is to maintain the Unappropriated Reserve Fund at a level of twice the amount of the current year’s Claims Fluctuation Reserve”. **Peter Stroh**

BACKGROUND FROM MOVER:

For year end June 30, 2021, the Claims Fluctuation Reserve required by Blue Cross was \$1,188,850 and the Unappropriated Reserve Fund was \$9,044,559.

ADDITIONAL BACKGROUND INFORMATION:

Negotiations for a new Agreement with Saskatchewan Blue Cross concluded in January 2022. The new Agreement includes a restructured financial agreement that includes reduced Saskatchewan Blue Cross fees associated with risk and administration. The new Agreement also now has the STS responsible to hold and manage the Claims Fluctuation Reserve and the Incurred But Not Reported Reserve and receiving all the interest generated by these reserves.

The current financial position of the Plan has allowed this restructuring of the financial agreement with the associated cost savings and responsibilities. In light of these additional responsibilities, the Provincial Executive is currently engaged in an extensive review of the financial affairs of the STS including reviewing Bylaw 4 (Financial Affairs) and the development of Guidelines relating to the Extended Health Benefits Plan, Organizational Funds and Funding Guidelines, and Investment Guidelines.

This review includes examining the various reserve funds held, target balances for the reserve funds, uses of the reserve fund and how the reserves are funded and utilized.

A.5 **BE IT RESOLVED** that the STS amend the Policy Handbook Guideline 9 – Financial Affairs, clause 9.2.1, to read, “The goal is to maintain a Contingency Fund at a level of 50% of the previous year’s Operating Fund expenditures”. **Peter Stroh**

BACKGROUND FROM MOVER:

The Contingency Fund has a restricted number of uses as stated in Bylaw 4.6.3 and has rarely been used. As of June 30, 2021, the Contingency Fund was at \$1,641,243.

The Executive has not recently reported on discussions related to Bylaw 4.6.4, “The Executive shall review the adequacy of the fund regularly in relation to possible uses of monies from the fund”.

Guideline 9.2.1 indicates a goal for the level of the Contingency Fund to be “a level of at least twice the amount of the current year’s STS Budget” (\$992,000).

ADDITIONAL BACKGROUND INFORMATION:

The Provincial Executive is currently engaged in an extensive review of the financial affairs of the STS including reviewing Bylaw 4 (Financial Affairs) and the development of Guidelines relating to the Extended Health Benefits Plan, Organizational Funds and Funding Guidelines, and Investment Guidelines. This review includes examining the various reserve funds held, target balances for the reserve funds, uses of the reserve fund and how the reserves are funded and utilized.

A.6 **BE IT RESOLVED** that the STS add to the Policy Handbook Guideline 9 – Financial Affairs, clause 9.2.2, “Should the Contingency Fund exceed 50% of the previous year’s Operating Fund expenditures at the end of the fiscal year, the excess shall be used to adjust the membership fee for the next year’s budget”. **Peter Stroh**

ADDITIONAL BACKGROUND INFORMATION:

See Additional Background Information for Resolution A.5 above.

A.7 **BE IT RESOLVED** that the STS add to the Policy Handbook Guideline 9 – Financial Affairs, clause 9.3.2, “The amount by which the Unappropriated Reserve Fund exceeds the level of twice the amount of the current year’s Claims Fluctuation Reserve, shall be returned to the Plan members, in the form of a Benefit Plan Enhancement - Health Spending Account.” **Peter Stroh**

ADDITIONAL BACKGROUND INFORMATION:

Negotiations for a new Agreement with Saskatchewan Blue Cross concluded in January 2022. The new Agreement includes a restructured financial agreement that includes reduced Saskatchewan Blue Cross fees associated with risk and administration. The new Agreement also now has the STS responsible to hold and manage the Claims Fluctuation Reserve and the Incurred But Not Reported Reserve and receiving all the interest generated by these reserves.

The current financial position of the Plan has allowed this restructuring of the financial agreement with the associated cost savings and responsibilities. In light of these additional responsibilities, the Provincial Executive is currently engaged in an extensive review of the financial affairs of the STS including reviewing Bylaw 4 (Financial Affairs) and the development of Guidelines relating to the Extended Health Benefits Plan, Organizational Funds and Funding Guidelines, and Investment Guidelines. This review includes examining the various reserve funds held, target balances for the reserve funds, uses of the reserve fund and how the reserves are funded and utilized.

A.8 **BE IT RESOLVED** that the STS extend the Benefit Plan Enhancement – Health Spending Account with an additional \$250 allocation to be utilized by June 30, 2024. **Peter Stroh**

BACKGROUND FROM MOVER:

The STS Extended Health Plan is currently in a surplus position. To June 30, 2021, revenue exceeded expenses by over \$1.64 million. The Unappropriated Reserve Fund exceeds the required Appropriated Reserves (Claims Fluctuation Reserve of \$1,188,850 and Incurred But Not Reported Reserve of \$869,885) by \$9,044,559 as of June 30, 2021.

The STS currently has no specific goal amount for the Unappropriated Reserve Fund listed in Policy Handbook Guideline 9.3.

ADDITIONAL BACKGROUND INFORMATION:

A Health Spending Account (HSA) was approved by the Provincial Executive in spring of 2021 to be utilized between effective July 1, 2021, until June 30, 2023. An allocation of \$250 was made available to each primary plan holder within the Group Benefits Plan. The total cost of this allocation is expected to be approximately \$2M.

Negotiations for a new Agreement with Saskatchewan Blue Cross concluded in January 2022. The new Agreement includes a restructured financial agreement that includes reduced Saskatchewan Blue Cross fees associated with risk and administration. The new Agreement also now has the STS responsible to hold and manage the Claims Fluctuation Reserve and the Incurred But Not Reported Reserve and receiving all the interest generated by these reserves.

The current financial position of the Plan has allowed this restructuring of the financial agreement with the associated cost savings and responsibilities. In light of these additional responsibilities, the Provincial Executive is currently engaged in an extensive review of the financial affairs of the STS including reviewing Bylaw 4 (Financial Affairs) and the development of Guidelines relating to the Extended Health Benefits Plan, Organizational Funds and Funding Guidelines, and Investment Guidelines. This review includes examining the various reserve funds held, target balances for the reserve funds, uses of the reserve fund and how the reserves are funded and utilized.

A.9 **BE IT RESOLVED** that STS Group Benefits Plan charge its members living in Alberta who are covered by Alberta Seniors' Drug Plan, the same reduced premium, without exception, that it charges the STS Group Plan members living in Saskatchewan who are covered by the Saskatchewan Seniors' Drug Plan. **Karam S. Kaloti**

BACKGROUND FROM MOVER:

In Alberta, all seniors age 65+ are eligible for the Alberta Seniors Drug Plan regardless of their income, while in Saskatchewan to qualify for the Saskatchewan Seniors' Drug Plan your income has to be \$69,057 or less.

The requirement for reduced premium is that the person has to be a member of a Provincial Seniors' Drug Plan that is similar in nature and employs similar means testing. If a person qualifies, then the STS Group Plan does not have to pay for that person's prescription drug costs and, therefore, can afford to provide the rest of the extended benefits with reduced premiums.

A Saskatchewan Senior becomes a member of the Saskatchewan Seniors' Drug Plan having met the Saskatchewan criteria. An Alberta senior becomes a member of the Alberta Seniors' Drug Plan having met the Alberta criteria. In both cases, their prescription drug costs will be paid by their respective government plans.

ADDITIONAL BACKGROUND INFORMATION:

STS Group Benefits Plan members living outside of Saskatchewan are eligible for reduced premiums if they are a part of a Provincial Seniors' Drug Plan that is similar in nature to the Saskatchewan Seniors' Drug Plan and employs a similar means testing. Currently to be eligible in Saskatchewan, an individual must be at least 65 years of age and have a 2020 net income of \$69,057 or less. If a province does not have an age and/or income threshold to determine eligibility, the Saskatchewan age and income threshold is utilized.

Premium levels, including the reduced premiums for eligible members, are reviewed every time a new Agreement with the insurance carrier is negotiated. The next negotiation will occur prior to July 1, 2024.

A.10. **BE IT RESOLVED** that the STS Executive advocate for the inclusion of medicinal cannabis in the Saskatchewan Drug Formulary. **Wakaw Chapter of Superannuated Teachers**

BACKGROUND FROM MOVER:

The Arthritis Society of Canada believes that medicinal cannabis offer a potential alternative to traditional pharmaceuticals for the treatment of chronic pain and other symptoms of arthritis. More information can be found at Medical-Cannabis-Position-Paper-October-2018-FINAL-EN.pdf (arthritis.ca).

ADDITIONAL BACKGROUND INFORMATION:

This resolution was considered at the 2021 STS Annual General Meeting and referred to the STS Executive. Further information was gathered from Saskatchewan Health with the following placed in the Disposition of Resolutions document:

"The decision to list a drug on the Saskatchewan Formulary is based on advice received from the Canadian Agency for Drugs and Technologies in Health (CADTH), the provincial drug review process, as well as the outcome of pricing negotiations through the pan-Canadian Pharmaceutical Alliance (pCPA). Prescribers and pharmacists will be notified if there is a change in the listing status of medications in the Saskatchewan Formulary."

The recently implemented Health Spending Account (HSA) allocation of \$250 can be utilized for medicinal cannabis as per the CRA eligible medical expense guidelines.

A.11 **BE IT RESOLVED** that the STS Provincial Resolutions Committee declare a two-year moratorium on any submitted resolution if the same or a very similar resolution has been defeated for the prior two consecutive years. **Saskatoon Chapter Executive**

BACKGROUND FROM MOVER:

Some resolutions are submitted year after year and defeated. This would provide some time before the same or similar resolution was resubmitted to the STS AGM.

ADDITIONAL BACKGROUND INFORMATION:

Currently there are no restrictions regarding when, or how many times, a resolution can be submitted if previously defeated.

A.12 **BE IT RESOLVED** that the STS Resolutions Committee only accept resolutions to the STS AGM that have been endorsed by a Chapter. **Swift Current Chapter**

BACKGROUND FROM MOVER:

The STS AGM consists of Chapters with the vast majority of Delegates representing those Chapters. Therefore, Delegates should be speaking to resolutions which had been supported at the Chapter level. This only lends more credibility to the resolution.

ADDITIONAL BACKGROUND INFORMATION:

Currently Guideline 1.10.6 indicates that the Resolution Committee can accept resolutions from the Executive, Chapters and STS members.

- A.13 **BE IT RESOLVED** that STS annually offer its members at least one program or action focused on some aspect of climate change. **STS Regina Chapter**

BACKGROUND FROM MOVER:

Scientific research and modelling warn us that with continued global warming we can expect increases in food insecurity, poverty, destructive weather events, air pollution, water shortages, land degradation and species extinction along with very negative influences on human health.

ADDITIONAL BACKGROUND INFORMATION:

The Aims of the STS are currently listed in Article 2 of the STS Constitution as follows:

1. To promote the interests of members of the STS.
2. To establish and maintain a working relationship with the Saskatchewan Teachers' Federation.
3. To establish and maintain a working relationship with other organizations whose interests are similar to those of the STS.
4. To promote the formation of local STS Chapters in appropriate centres.
5. To maintain a continuing and supportive interest in education and the education of its members.
6. To provide leadership in matters which pertain to the welfare of members of STS.

- A.14 **BE IT RESOLVED** that the STS adopt climate change as an issue deserving immediate and ongoing STS action.

**Sheila McKague, Helen Molloy, Myra Froc,
Shirley Humphries, Susan Moore, Verda Petry,
Joan Sabo, Simone Verville, Barbara Young**

BACKGROUND FROM MOVER:

In Canada and worldwide, the two demographics especially susceptible to the damaging impact of climate change on both physical and mental health are children and older adults.

- A.15 **BE IT RESOLVED** that the STS continue in both roles as lobbyist and advocate. **Peter Stroh**

BACKGROUND FROM MOVER:

A Dictionary definition for lobby is as follows:

- Noun. A group of people seeking to influence politicians or political officials on a particular issue.
- Verb. Seek to influence a politician or public official on an issue.

A Dictionary definition for advocate is as follows:

- Noun. A person who publicly supports or recommends a particular cause or policy.
- Verb. Publicly recommend or support.

ADDITIONAL BACKGROUND INFORMATION:

One of the responsibilities of the STS Provincial Executive is to appoint an Advocacy Committee. Organizations that engage in lobbying in Saskatchewan are subject to provincial legislation titled the Saskatchewan Lobbyist Act. The Lobbyist Act has specific requirements for organizations that are lobbyists according to the definitions in the Act. Although the words advocate and lobby are frequently used interchangeably, there are detailed and specific registration requirements if acting as a lobbyist.

- A.16 **BE IT RESOLVED** that the STS actively oppose all attempts by health care systems to ration and deny health care in any triage allocation system based on age. **Peter Stroh**

ADDITIONAL BACKGROUND INFORMATION:

In response to resolutions passed at 2021 AGM, the Provincial Executive researched and developed a draft Ageism Policy which is being considered for approval at the 2022 AGM. The proposed policy includes a statement opposing ageism, particularly discrimination of older persons, in medical settings.

- A.17 **BE IT RESOLVED** that the STS actively support "Age in Place" programs for seniors. **Peter Stroh**

BACKGROUND FROM MOVER:

Age in place programs typically are those programs allowing seniors who wish to live safely and independently in their own homes as long as possible. A Queen's University study in 2020 shows Canada spends 0.2% of GDP on home care, the lowest of the 38 member countries in the Organization for Economic Cooperation and Development (OECD).

The STS typically works with SSM, ACER-CART and CARP when advocating for seniors. The pandemic infection and mortality rates revealed the vulnerability of seniors in long-term care homes.

ADDITIONAL BACKGROUND INFORMATION:

As reported in the Disposition of Resolutions from the 2021 AGM, the Provincial Executive committed \$100,000 from the Contingency Fund which was forwarded to Saskatchewan Seniors Mechanism (SSM) in support of their Home Supports Initiative intended influence the public and government to support the needs of these older adults as they age within their own homes.

- A.18 **BE IT RESOLVED** that the STS collaborate with SSM, Age-Friendly communities and other relevant organizations in Saskatchewan to implement ongoing influence on the Government of Saskatchewan to provide provincial funding for Age-Friendly programs in Saskatchewan. **STS Regina Chapter**

BACKGROUND FROM MOVER:

The World Health Organization initiated the Age-Friendly program that is operating in 22 countries. The purpose of the Age-Friendly program is to develop methods and materials to make communities friendly for people of all ages, i.e. to assess needs and to improve accessibility and inclusion of older persons, persons with disabilities, children and youth in particular and all members of the community as a whole. Provincial funding is available for Age-Friendly committees in all provinces except Saskatchewan.

- A.19 **BE IT RESOLVED** that the STS, subject to STF Bylaw 4.5.1 and STF Bylaw 6.2.7.5, work with the SSM to lobby the Government of Saskatchewan to establish a Seniors Advocate for Saskatchewan. **Saskatoon Chapter Executive**

BACKGROUND FROM MOVER:

At present the Honorable Everett Hindley is the Minister Responsible for Mental Health, Addictions, Seniors, and Rural and Remote Health. We are asking for a position specifically focusing on Seniors.

- A.20 **BE IT RESOLVED** that the following policy regarding Ageism be adopted. **STS Executive**

POLICY 15 – AGEISM

- 15.1 Ageism is discrimination or stereotyping on the basis of a person's or group's age or perceived age.
- 15.2 Discrimination on the basis of age is a prohibited grounds of discrimination as per the Saskatchewan Human Rights Code (2018).
- 15.3 As an organization comprised of and serving older adults, the focus of the Superannuated Teachers of Saskatchewan is on ageism directed towards older adults.
- 15.4 The Superannuated Teachers of Saskatchewan opposes ageism, particularly discrimination of older persons, in its various forms including in medical settings, workplaces, and in the creation of environments that limit older persons' potential that may impact their health and well-being.

BACKGROUND FROM MOVERS:

In response to resolutions passed 2021 AGM, the Provincial Executive researched and developed the draft Ageism Policy being considered. Various definitions of Ageism were examined and perspectives of the World Health Organization, the Ontario Human Rights Commission, the United Nations were considered along with the Saskatchewan Human Rights Code (2018).

- A.21 **BE IT RESOLVED** that the following policy regarding STS Scholarships replace the current Policy 9 – STS Scholarships. **STS Executive**

POLICY 9 – STS SCHOLARSHIPS

CURRENT

The STS will make available \$1500.00 to each of the University of Saskatchewan and the University of Regina to support students completing their third year and entering their fourth year of study in a teacher education program.

PROPOSED

- 9.1 As an organization with interest and history embedded in education in Saskatchewan, the STS supports teachers and prospective teachers entering the profession through the provision of annual scholarships to the Education degree granting institutions in Saskatchewan.
- 9.2 The STS will make annual scholarships available to the University of Saskatchewan and University of Regina to support students completing their third year and entering their fourth year of study in a teacher education program.
- 9.3 A scholarship in the amount of \$2,500 will be provided to each of the University of Saskatchewan and University of Regina for allocation by those institutions.

BACKGROUND FROM MOVERS:

In response to a resolution passed at 2021 AGM asking the STS to review Policy 9 (STS Scholarships), on October 18, 2021, a memo was sent to Chapter Presidents along with a background paper and questions inviting feedback to inform a Scholarships and Donations review being coordinated by the Executive's Governance and Handbook Review Committee. Twenty-five Chapters responded along with a number of individuals. Feedback was considered by the Committee on December 7, 2021, and led to the proposed policy currently being considered.

- A.22 **BE IT RESOLVED** that the following policy regarding the McDowell Foundation Grant replace the current Policy 10 – Dr. Stirling McDowell Foundation Grant. **STS Executive**

POLICY 10 – DR. STIRLING MCDOWELL FOUNDATION GRANT

CURRENT

The STS will award an annual grant of \$2000.00 in support of the activities of the Dr. Stirling McDowell Foundation. The STS will make memorial donations to the Dr. Stirling McDowell Foundation in the event of the death of an active STS Executive Member in the amount of \$1000.00.

PROPOSED

- 9.1 As an organization with interest and history embedded in education in Saskatchewan, the STS supports teacher directed research in the province through the provision of an annual grant to the Dr. Stirling McDowell Foundation for Research Into Teaching (McDowell Foundation).
- 9.2 The STS will provide an annual grant in the amount of \$3,000, as approved through the annual STS budget, to the McDowell Foundation.
- 9.3 The STS will make memorial donations to the McDowell Foundation in the event of the death of an active STS Executive Member in the amount of \$1,000.

BACKGROUND FROM MOVERS:

In response to a resolution passed at 2021 AGM asking the STS to review Policy 10 (Dr. Stirling McDowell Foundation Grant), on October 18, 2021, a memo was sent to Chapter Presidents along with a background paper and questions inviting feedback to inform a Scholarships and Donations review being coordinated by the Executive's Governance and Handbook Review Committee. Twenty-five Chapters responded along with a number of individuals. Feedback was considered by the Committee on December 7, 2021, and led to the proposed policy currently being considered.

Resolutions Directed to STF (B)

- B.1 **BE IT RESOLVED** that the STS urge the STF to petition the Federal Government to implement the Truth and Reconciliation Call to Action #8. **STS Regina Chapter**

BACKGROUND FROM MOVER:

The Call to Action #8 in the Truth and Reconciliation Report calls on the federal government to "eliminate the discrepancy in federal education funding for First Nations children being educated on reserves and those First Nations children being educated off reserves". Per pupil federal funding such as special needs, transportation, internet access and basic education costs is less than the provincial funding given per pupil being educated off-reserve. Professional supports, wellness benefits, salary and job security for on-reserve teachers fall behind achievements through collective bargaining and professional organizations' services provincially.

- B.2 **BE IT RESOLVED** that STS urge the STF to recommend to all post secondary institutions in Saskatchewan, mandatory incorporation of student exploration of the relationship between their field of study, the environment and climate change. **STS Regina Chapter**

BACKGROUND FROM MOVER:

"Of the institutions that should be guiding us into a viable future, the university has a special place because it teaches all those professions that control the human endeavour. In recent centuries the universities have supported an exploitation of the Earth by its teachings in the various professions..." Now post secondary institutions must teach us how "to sustain

the natural world so that the natural world can sustain us.” (Thomas Berry, *The Great Work*, 1999, p. x-xi)

B.3 BE IT RESOLVED that the STS urge the STF to request the Government of Saskatchewan to provide additional support in a timely way to post-secondary institutions for training adequate numbers of early childhood educators to staff the anticipated additional child care spaces. **STS Regina Chapter**

BACKGROUND FROM MOVER:

Federal funding has been provided to the provincial government to increase child care spaces beginning with 601 spaces in 2022. Staffing the total additional estimated 28,000 spaces required within the next five years will require more qualified early childhood educators.

B.4 BE IT RESOLVED that the STS urge the STF to request the Government of Saskatchewan to ensure appropriate and adequate benefits, salary, and job security for early childhood educators to create a viable career as an early childhood educator. **STS Regina Chapter**

BACKGROUND FROM MOVER:

Early childhood educators must be treated and recognized as appropriately trained professionals in a viable career, the income from which does not require subsidization by other employment, and the employment status does not induce frequent changes of employment to improve benefits, income or job security. As experienced educators, we know that children need the opportunity to develop attachments in consistent, responsive relationships built on trust. Trusting relationships will help maximize children’s benefit from early learning opportunities.

Resolutions Directed to ACER-CART (C)

C.1 BE IT RESOLVED that the STS petition the Federal Government to implement the Truth and Reconciliation Call to Action #8. **STS Regina Chapter**

BACKGROUND FROM MOVER:

The Call to Action #8 in the Truth and Reconciliation Report calls on the federal government to “eliminate the discrepancy in federal education funding for First Nations children being educated on reserves and those First Nations children being educated off reserves”. Per pupil federal funding such as special needs, transportation, internet access and basic education costs is less than the provincial funding given per pupil being educated off-reserve. Professional supports, wellness benefits, salary and job security for on-reserve teachers fall behind achievements through collective bargaining and professional organizations’ services provincially.

ADDITIONAL BACKGROUND INFORMATION:

The STS is a member of the Canadian Association of Retired Teachers (ACER-CART) and works through ACER-CART to advocate for issues at the federal level.

Resolutions Directed to the Provincial Government (D)

D.1 BE IT RESOLVED that the STS urge the Government of Saskatchewan to provide additional support in a timely way to post-secondary institutions for training adequate numbers of early childhood educators to staff the anticipated additional child care spaces. **STS Regina Chapter**

BACKGROUND FROM MOVER:

Federal funding has been provided to the provincial government to increase child care spaces beginning with 601 spaces in 2022. Staffing the total additional estimated 28,000 spaces required within the next five years will require more qualified early childhood educators.

D.2 BE IT RESOLVED that the STS urge the Government of Saskatchewan to ensure appropriate and adequate benefits, salary, and job security for early childhood educators to create a viable career as an early childhood educator.

STS Regina Chapter

BACKGROUND FROM MOVER:

Early childhood educators must be treated and recognized as appropriately trained professionals in a viable career, the income from which does not require subsidization by other employment, and the employment status does not induce frequent changes of employment to improve benefits, income or job security. As experienced educators, we know that children need the opportunity to develop attachments in consistent, responsive relationships built on trust. Trusting relationships will help maximize children’s benefit from early learning opportunities.

D.3 BE IT RESOLVED that the STS request the Government of Saskatchewan to take aggressive steps to mitigate greenhouse gas emissions in Saskatchewan.

Sheila McKague, Helen Molloy, Myra Froc, Shirley Humphries, Susan Moore, Verda Petry, Joan Sabo, Simone Verville, Barbara Young

BACKGROUND FROM MOVER:

Greenhouse gas emissions are the major cause of climate change. Per capita, Saskatchewan has among the highest greenhouse gas emissions in the world. (Source: European Union – Emission Database for Global Atmospheric Research (EDGAR) and Sask data ex Environment Canada. Table A10-16 2016 National Inventory Report Part 3 (GHG data for 2014).)

D.4 BE IT RESOLVED that the STS lobby the Government of Saskatchewan and continue to advocate that seniors not be disproportionately affected by future health and safety restrictions. **Peter Stroh**

STS Office Reminders

- STS Group Benefit Plan holders who are eligible for the Saskatchewan Seniors’ Drug Plan may be eligible for a reduced premium by providing the STS Office with a copy of the Seniors’ Drug Plan confirmation letter. For information on the Saskatchewan Seniors’ Drug Plan, please speak with your pharmacist or contact the Seniors’ Drug Plan office at 1-800-667-7581. If you live in Regina please call 306-787-3317.
- For any changes to your address and/or Group Benefits coverage, please contact the STS Office directly at 306-373-3879 or email sts@sts.sk.ca.
- If you are on a temporary contract and wish to suspend your STS Group Benefits, please contact the STS Office via email prior to the 15th of the month to be effective the 1st of the following month.
- Please make sure that you are using the correct email address for the STS: sts@sts.sk.ca.

Proposed 2022-23 Budget

July 1, 2022- June 30, 2023

	2019-20	2019-20	2019-20	2020-21	2020-21	2021-22	2022-23
INCOME	BUDGET	ACTUAL	BUDGET	ACTUAL	PROPOSED	7 MONTH	PROPOSED
Membership Fees	350,000.00	349,891.00	350,000.00	354,011.00	354,000.00	208,878.00	357,000.00
Admin Commission (Benefits Plan)	600,000.00	665,322.00	600,000.00	683,960.00	665,000.00	413,758.07	685,000.00
Interest Income	2,000.00	5,590.00	2,000.00	7,266.00	2,500.00	4,063.27	5,000.00
Grant Revenue	1,500.00	1,500.00	1,500.00	-	1,500.00	-	1,500.00
Sundry	500.00	39.00	500.00	488.00	500.00	-	
TOTAL INCOME	954,000.00	1,022,342.00	954,000.00	1,045,725.00	1,023,500.00	626,699.34	1,048,500.00
EXPENSES							
Annual General Meeting	100,000.00	211.00	100,000.00	14,325.00	110,000.00	447.65	130,000.00
50th Anniversary Celebration							15,000.00
Amortization	15,000.00	6,340.00	15,000.00	7,990.00	15,000.00	3,124.71	15,000.00
Bank Service Charge	1,000.00	1,104.00	1,000.00	864.00	1,000.00	504.00	1,000.00
Chapter Presidents' Meeting	20,000.00	13,487.00	20,000.00	-	25,000.00	-	35,000.00
Chapter Rebates	100,000.00	98,248.00	100,000.00	99,176.00	145,000.00	124,760.00	145,000.00
Communications, Publications, PR	60,000.00	36,649.00	60,000.00	55,899.00	100,000.00	125,895.67	85,000.00
Computer and Programming	40,000.00	10,820.00	40,000.00	15,756.00	50,000.00	7,464.73	55,000.00
Executive and Committee Meetings	45,000.00	32,549.00	45,000.00	7,914.00	50,000.00	6,276.02	55,000.00
Executive Chapter Travel	14,000.00	6,067.00	14,000.00	884.00	16,000.00	4,192.77	18,000.00
Gain/Loss on Disp of Assets	-	2,278.00	-	153.00	-	-	
Management Fees	-	-	-	-	-	-	
McDowell Foundation	2,000.00	2,000.00	2,000.00	2,000.00	10,000.00	10,000.00	3,000.00
Office Operation	160,000.00	119,174.00	160,000.00	165,791.00	165,000.00	49,512.14	165,000.00
Office Staff	320,000.00	268,413.00	320,000.00	251,759.00	270,000.00	140,275.36	275,000.00
Recreation	8,000.00	4,788.00	8,000.00	214.00	10,000.00	-	10,000.00
Retirement Lifestyles Planning Committee	10,000.00	1,494.00	10,000.00	-	10,000.00	-	10,000.00
Scholarships	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	5,000.00
STS Affiliations	12,000.00	5,583.00	12,000.00	4,381.00	12,000.00	4,181.80	10,000.00
TOTAL EXPENSES	910,000.00	612,205.00	910,000.00	630,106.00	992,000.00	479,634.85	1,032,000.00
SURPLUS (DEFICIT)	44,000.00	410,137.00	44,000.00	415,619.00	31,500.00	147,064.49	16,500.00

NOTES:

Note 1: The proposed budget for 2022-23 is based on an annual fee of \$30.00, which has not changed since 2006.

Note 2: A financial statement for the fiscal year ending June 30, 2022 will be prepared as soon as possible after year-end, audited, and made available to all STS Chapters. Copies of the audited financial statement for 2021-22 will also be made available to all AGM delegates at the 2023 AGM.

Note 3: The Operations Reserve Fund had a balance of \$ 949,406 as at June 30, 2021. Should a deficit be incurred for the 2022-23 fiscal year, it would be covered by monies from the Operations Reserve Fund..

ASSUMPTIONS:

- 11,900 Members
- Rebate to Chapters as follows: \$1000.00 plus \$8.00 per member.

Editor's Report

Joyce Hoffman

Mother Nature has finally decided it was time for us to have warmer weather and for the snow to finally start melting.

Preparations are currently underway for the upcoming 2022 virtual AGM. I want to draw your attention to both the resolutions and the proposed budget that can be found in this issue. These will be considered at the upcoming AGM.

I would also like to thank those individuals that have chosen to receive a digital copy of *Outreach*. Now is the time for others to consider making this switch as well. Simply complete the "Did You Know" form located in this issue and forward it to the STS Office to receive notification when *Outreach* is available on the STS website.

Enjoy the Spring weather and also the upcoming virtual AGM.

Did you know

The STS spends nearly \$50,000 per year on printing and mailing costs for the *Outreach!* You can help us reduce this cost by requesting the *Outreach* in an electronic format. You would receive an email when a new issue is being posted on the STS website and you can then access it at your leisure. This is a great way to help us save money, reduce paper usage and be more environmentally friendly. Please clip and send this back to us by email to sts@sts.sk.ca (you can just take a photo and email) or send by regular post.

Yes, I'd like to start receiving *Outreach* electronically!

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Vice-President/Councillor:

Sue Amundrud, Carrot River Valley (Melfort & District) Chapter

ACER-CART Representative:

Helen Sukovieff, Regina Chapter

Executive Secretary:

Murray Wall, Saskatoon Chapter

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