

Resolutions for 2024 AGM

Resolutions Directed to STS (A)

Amendments to the Bylaws require the support of two-thirds of those present and voting at an Annual General Meeting or Special STS Business Meeting.

A.1 BE IT RESOLVED that the STS annual fee for 2024-25 be \$30.00 per person.

STS Executive

Background from Movers:

This represents no change from the previous year.

A.2 BE IT RESOLVED that the STS annual rebate to each Chapter for 2024-25 be \$1000.00 plus \$8.00 per member.

STS Executive

Background from Movers:

This represents no change from the previous year.

A.3 BE IT RESOLVED that the following Bylaw 3 statement 1.1 replace the current statement 1.1.

STS Executive

Current	Proposed	Changes
1.1 A list of declared candidates for offices shall be presented in the issue of <i>Outreach</i> published and distributed just prior to the STS Annual General Meeting .	1.1 A list of declared candidates for offices shall be distributed prior to the STS Annual General Meeting.	Removal of <i>Outreach</i> as the specifically identified distribution mechanism of declared candidate names.

Background From Movers:

When Bylaw was updated at the 2023 Annual General Meeting, the renewal of *Outreach* including the change from 5 issues per year down to 4 and the timing of the distribution of these issues was still being developed. Now that the scheduling has been confirmed, it is clear that the timing of the issues vis a vis the Annual General Meeting information distribution doesn't match and so references to distribution of

information via Outreach should be removed. The commitment remains that the names of the declared candidates will be distributed to members prior to the AGM.

A.4 BE IT RESOLVED that the following section of Bylaw 4 regarding the Contingency Reserve Fund replace the current section of Bylaw 4.7 – Contingency Reserve Fund.

STS Executive

Current	Proposed	Changes
<p>4.7 Contingency Reserve Fund 4.7.1 A Contingency Reserve Fund shall be maintained at a level determined by the STS Executive and outlined in the STS Guidelines.</p>	<p>4.7 Contingency Reserve Fund 4.7.1 A Contingency Reserve Fund shall be maintained at a level determined by the STS Executive and outlined in the STS Guidelines.</p>	<p>No changes.</p>
<p>4.7.2 Monies intended for the Contingency Reserve shall be kept in a separate fund.</p>	<p>4.7.2 Monies intended for the Contingency Reserve shall be kept in a separate fund.</p>	<p>No Changes.</p>
<p>4.7.3 The Contingency Reserve shall be used to provide legal support for the organization, to provide financial means for a public information program in support of the Aims of the STS, to provide financial support for strategic initiatives in support of the Aims of the STS or to provide financial support for the STS to deal with emergent circumstances.</p>	<p>4.7.3 The Contingency Reserve shall be used to provide legal support for the organization, to provide financial means for a public information program in support of the Aims of the STS, to provide financial support for strategic initiatives in support of the Aims of the STS or to provide financial support for the STS to deal with emergent circumstances.</p>	<p>No Changes.</p>
<p>4.7.4 Approval for use of the Contingency Reserve shall be by motion of the Executive or resolution of the Annual General Meeting.</p>	<p>4.7.4 Approval for use of the Contingency Reserve shall be by motion of the Executive, provided the motion is passed by a two-thirds majority of the Executive present and voting and the amount is less than 5% of the Contingency Reserve balance, or by resolution of the Annual General Meeting or Special Business Meeting.</p>	<p>Addition of limitations to any Executive approval of use of the Contingency Reserve, namely:</p> <ol style="list-style-type: none"> 1. Approval of 2/3 of Executive present and voting 2. The amount is less than 5% of the balance.

Background from Movers:

A resolution was referred to the STS Executive at the 2023 AGM suggesting the amending of Bylaw 4.7.4 to read, “Any proposed expenditures from the STS Contingency Reserve Fund must be approved at an STS Annual General Meeting or at an STS Special Business Meeting.” The resolution was considered by the Executive at their September 14, 2023 meeting and was referred to the Governance and Handbook Review Committee for further study and response.

The Governance and Handbook Review Committee considered the referred resolution and is proposing this change as a mechanism that allows the Provincial Executive to respond to emergent circumstances while at the same time placing reasonable limitations on the Executive’s ability to approve these expenditures.

A.5 BE IT RESOLVED that the following Bylaw regarding the Meetings replace the current Bylaw 5 - Meetings.

STS Executive

Current	Proposed	Changes
<p>5.1 Annual General Meeting 5.1.1 The STS shall hold an Annual General Meeting on dates determined by the STS Executive. The agenda shall include the following:</p> <ol style="list-style-type: none">1. Election of President, Vice-President, ACER-CART Representative, Councillors, and Members-at-Large2. Proposed Budget3. Fee structure4. Appointment of an Auditor	<p>5.1 Annual General Meeting 5.1.1 The STS shall hold an Annual General Meeting, either in person or electronically, on dates determined by the STS Executive. The agenda shall include the following:</p> <ol style="list-style-type: none">1. Election of President, Vice-President, ACER-CART Representative, Councillors, and Members-at-Large2. Proposed Budget3. Fee structure4. Appointment of an Auditor	<p>Addition of “either in person or electronically”.</p>
<p>5.1.2 Notice of venue and date of the STS Annual General Meeting shall be presented to Chapter members and Non-Chapter members not less than two months before the set date.</p>	<p>5.1.2 Notice of venue and date of the STS Annual General Meeting shall be communicated to members not less than two months before the set date.</p>	<p>Removal of specific reference to “Non-Chapter members”.</p>

<p>5.1.3 Representative voting at the STS Annual General Meeting or a Special STS Business Meeting shall be as follows:</p> <ol style="list-style-type: none"> 1. The Executive shall annually determine the number of Chapter representatives to the AGM ensuring that no Chapter shall have fewer than two representatives. 2. Executive members shall have voting privileges. 3. The President shall arrange for a meeting of Non-Chapter members for the purpose of choosing representatives as prescribed under 5.1.3(1). 	<p>5.1.3 Representative voting at the STS Annual General Meeting or a Special STS Business Meeting shall be as follows:</p> <ol style="list-style-type: none"> 1. The Executive shall annually determine the number of Chapter representatives to the AGM ensuring that no Chapter shall have fewer than two representatives. 2. Executive members shall have voting privileges. 	<p>Removal of section #3 regarding Non-Chapter member representatives.</p>
<p>5.1.4 Notwithstanding any other Bylaw contained herein, the Executive may in exigent circumstances, delay, postpone or re-schedule the Annual General Meeting to a date, place and time to be determined by the Executive and the current Executive members shall remain in office until an election is held at the next Annual General meeting.</p>	<p>5.1.4 Notwithstanding any other Bylaw contained herein, the Executive may in exigent circumstances, delay, postpone or re-schedule the Annual General Meeting to a date, place and time to be determined by the Executive and the current Executive members shall remain in office until an election is held at the next Annual General meeting.</p>	<p>No changes.</p>
<p>5.2 STS Business Meetings</p> <p>5.2.1 Special STS Business Meetings shall be called to deal with a defined agenda. Other topics may be discussed with the approval of seventy-five percent (75%) of the representatives present and voting.</p>	<p>5.2 Special STS Business Meetings</p> <p>5.2.1 Special STS Business Meetings may be called by the STS Executive to deal with a defined agenda. Other topics may be discussed with the approval of seventy-five percent (75%) of the representatives present and voting.</p>	<p>Addition of the word “Special” to the title of the section.</p> <p>Addition of “called by the STS Executive”.</p>
<p>5.2.2 Any four Chapters representing at least twenty-</p>	<p>5.2.2 Any four Chapters representing at least twenty-</p>	<p>No changes.</p>

<p>five percent (25%) of the membership may submit a written request to the STS Executive requesting a Special STS Business Meeting. The request must contain the nature of the request and the date of the proposed meeting.</p>	<p>five percent (25%) of the membership may submit a written request to the STS Executive requesting a Special STS Business Meeting. The request must contain the nature of the request and the date of the proposed meeting.</p>	
<p>5.2.3 If the request for a Special STS Business Meeting is refused by the Executive, the Chapters may petition the general membership, and upon receiving the signatures of twenty-five percent (25%) of the members, may submit the petition to the STS Executive. Upon receiving the petition, the STS Executive must call a Special STS Business Meeting in accordance with the request. The petition must contain the nature of the request and the date of the proposed meeting.</p>	<p>5.2.3 If the request for a Special STS Business Meeting is refused by the Executive, the Chapters may petition the general membership, and upon receiving the signatures of five percent (5%) of the members, may submit the petition to the STS Executive. Upon receiving the petition, the STS Executive must call a Special STS Business Meeting in accordance with the request. The petition must contain the nature of the request and the date of the proposed meeting.</p>	<p>Lowering of the percentage of the membership required in order to call a Special STS Business Meeting if the Executive rejects the petition in 5.2.2.</p>
<p>5.2.4 Representative voting at a Special STS Business Meeting shall be in accordance with Bylaw 5.1.3(1).</p>	<p>5.2.4 Representative voting at a Special STS Business Meeting shall be in accordance with Bylaw 5.1.3(1).</p>	<p>No Changes.</p>
<p>5.3 STS Executive Meetings The Executive shall meet at least four times during the year. The Executive shall decide place, time and date of meetings.</p>	<p>5.3 STS Executive Meetings The Executive shall meet at least four times during the year. The Executive shall decide place, time and date of meetings.</p>	<p>No Changes.</p>
<p>5.3.1 One such meeting shall occur immediately following the adjournment of the STS Annual General Meeting.</p>		<p>Elimination of a required meeting immediately following the STS Annual General Meeting.</p>
<p>5.3.2 Special Executive meetings may be called by the President.</p>	<p>5.3.1 Special Executive meetings may be called by the President.</p>	<p>No Changes.</p>

5.3.3 The President shall call a Special Executive Meeting at the written request of any two Executive members. The request shall contain the nature of the request and the date of the proposed meeting.	5.3.2 The President shall call a Special Executive Meeting at the written request of any two Executive members. The request shall contain the nature of the request and the date of the proposed meeting.	No Changes.
5.3.4 Executive members shall receive notice of Executive meetings not less than two weeks before the date of the meeting.	5.3.3 Executive members shall receive notice of Executive meetings not less than two weeks before the date of the meeting.	No Changes.
5.3.5 Executive meetings may be held without formal notice if all members are in attendance at a meeting.	5.3.4 Executive meetings may be held without formal notice if all members are in attendance at a meeting and agree to do so.	No Changes.
	5.3.5 The Executive Director will typically be in attendance at all Executive meetings.	Addition of a statement that the attendance of the Executive Director would typically occur.

Background from Movers:

As part of the ongoing Bylaw and Policy review being done by the Executive’s Governance and Handbook Review Committee, the noted changes are being proposed.

Non-Bylaws

Policy and Other Resolutions – Policy changes, new policies and the passing of other resolutions can be made by a simple majority of those present and voting at an STS Annual General Meeting or Special STS Business Meeting.

A.6 BE IT RESOLVED that the following Policy regarding Resolutions replace the current Policy 3 - Resolutions.

STS Executive

Current	Proposed	Changes
3.1 Resolutions passed at the STS Annual General Meeting shall be submitted to the STF for inclusion at the next Council of the STF, if appropriate.	3.1 Resolutions passed at the STS Annual General Meeting that are directed to the STF shall be submitted to the STF for inclusion at the next Annual Meeting of Council of the STF.	Clarification of what resolutions passed at STS AGM are submitted to the STF for consideration at STF Annual Meeting of Council.
3.2 Resolutions affecting STS may be submitted to the STF Council only after being approved by the STS Executive and/or the STS Annual General Meeting or a Special STS Business Meeting.	3.2 Resolutions affecting STS may be submitted to the STF for inclusion at Annual Meeting of Council of the STF only after being approved by the STS Executive and/or the STS Annual General Meeting or a Special STS Business Meeting.	Wording change to match naming conventions of the STF.
3.3 Resolutions submitted by March 1 shall be distributed to the representatives before the STS Annual General Meeting.	3.3 Resolutions submitted by March 1 and accepted by the STS Provincial Executive shall be distributed to the representatives before the STS Annual General Meeting.	Recognition and addition of the current practice of the STS Executive’s role in accepting resolutions to be distributed.
3.4 Resolutions will be accepted any time up to and including the day before the presentation of resolutions to the STS Annual General Meeting.	3.4 Resolutions received after March 1 the deadline will be rejected unless the Resolutions Committee determines the subject matter of the resolution is of an urgent nature or could not have been anticipated prior to the deadline.	Strengthening of the March 1 deadline, unless the resolution was urgent or could not have been anticipated prior to the deadline.

	3.5 Resolutions that are outside of the Aims of the STS will be rejected by the Resolutions Committee.	Addition of a statement that resolutions must fall within the Aims of the STS.
	3.6 The Annual General Meeting may set aside a decision of the Resolutions Committee when a motion to do so is accepted by two-thirds of those present and voting.	Addition of a process should the AGM wish to consider a resolution that was rejected by the Resolutions Committee.
	3.7 Resolutions from the floor, that are in writing, may be accepted for debate with the approval of two-thirds of those present and voting at the STS Annual General Meeting or a Special STS Business Meeting.	Addition of a process should the AGM wish to consider a resolution from the floor.
Note: Any resolutions received after March 1 and not dealt with by the Resolutions Committee shall be designated as Late Resolutions.		Removal of note as it is contained in the proposed statement 3.4.

A.7 BE IT RESOLVED that Policy statement 7.10 be deleted.

STS Executive

Background from Movers:

Policy statement 7.10 read as follows:

7.10 Late resolutions from the floor, that are in writing, may be accepted for debate with the approval of two-thirds of those present and voting at the STS Annual General Meeting or a Special STS Business Meeting.

This statement is proposed to be integrated into the new Policy 3 - Resolutions as statement 3.7 so is no longer needed in Policy 7.

A.8 BE IT RESOLVED that the STS explore its responsibilities regarding the actualization of the Truth and Reconciliation Calls to Action and report its findings to the STS AGM 2025.

Elmer Beutel, Yvette Beutel, Rita Bouvier, Wilfred Burton, Myra Froc, Shirley Humphries, Greg Lawrence, Sheila McKague, Susan Moore, Shelly Tootosis

Background from Movers:

The Truth and Reconciliation Commission Report observed that “Reconciliation will take many heads, hands, and hearts working together at all levels of society to maintain momentum in the years ahead.” The Commissioners identified the needs first to learn the truth about Canadian history and second to contribute to reconciliation through 94 Calls to Action. Among other goals, Truth and Reconciliation Calls to Action aim to make a positive difference in student knowledge of Canadian history, student attitude toward others who are different, and in the federal funding to support education in schools on reserves.

A.9 BE IT RESOLVED that the STS investigate the costs of removing the age limit of eighty-five (85) in the Group Insurance Plan offered through the Teachers’ Superannuation Commission.

Prince Albert Chapter

Background from Movers:

Life spans are extending well beyond the age of 85. It is reasonable to reidentify this Insurance Plan as *Term*.

Additional Background Information:

Group Life Insurance that active teachers carry through the Teachers’ Superannuation Commission by virtue of their contract of employment can be continued into retirement to age 85 upon payment of premiums and at coverage level of \$20,500 for those between 65 and 85 years of age. Changes to the provisions of this life insurance must be made through the Provincial Collective Bargaining process.

PortaPlan is an optional life insurance available through the STF and is available up to age 90 upon payment of premiums and reduced coverage levels after age 70.

Group Benefits Plan Resolutions – Common Background Information

A number of Group Benefits Plan related resolutions have been received. This common background information provides Bylaw and Guideline information as well as Provincial Executive approved changes to the Group Benefits Plan effective July 1, 2024. Financial information based on the June 2023 Audited Financial Statements for the Group Benefits Plan is also included for these resolutions.

Bylaw 4.8 STS Group Benefits Sustainability Reserve Fund

- 4.8.1 A Group Benefits Sustainability Reserve Fund shall be maintained at a level to be determined by the STS Executive and outlined in the STS Guidelines.
- 4.8.2 Monies intended for the Group Benefits Sustainability Reserve shall be kept in a separate fund.
- 4.8.3 The Group Benefits Sustainability Reserve shall be used to support the Group Benefits Appropriated Reserve Funds, to support the sustainability and provision of the Group Benefits Plan itself or to support the provision of group benefits.
- 4.8.4 Approval for use of the Group Benefits Reserve Fund shall be by motion of the Executive.

Bylaw 4.9 Group Benefits Appropriated Reserve Funds

- 4.9.1 A Claims Fluctuation Reserve (CFR) Fund and an Incurred But Not Reported (IBNR) Reserve Fund shall be established and maintained at a level as required by the Group Benefits Insurance Carrier or as determined by the STS Executive and outlined in the STS Guidelines.
- 4.9.2 Monies intended for these reserves shall be kept in separate funds.
- 4.9.3 The Claims Fluctuation Reserve Fund shall be utilized to mitigate fluctuations in monthly Group Benefits Plan usage.
- 4.9.4 The Incurred But Not Reported Reserve Fund shall be utilized to pay the run-out period of legitimate claims in the event that the Group Benefits Plan would terminate.

See also Guideline 9, 10 and 11 for further detail regarding the Organizational Funds and Funding as well as the Purposes, Philosophy and Guiding Principles of the Extended Health and Dental Plan

At the January meeting of the STS Provincial Executive, the following was approved:

- To extend the current Agreement with Saskatchewan Blue Cross to June 30, 2025, **keeping premiums charged to members unchanged** for all aspects of the Plan
- To utilize accumulated surpluses and/or reserves to cover expected shortfalls in the coming year resulting from keeping premiums unchanged
- To approve the **negotiated reduction of Saskatchewan Blue Cross administrative fees** of 0.25%
- To authorize the **following ongoing and sustainable enhancements** to be made to the Plan effective July 1, 2024:
 - Increase the Prescription Drug maximum benefit from \$2,250 to \$2,500 per person per calendar year
 - Create a new Vaccine Benefit with a \$500 annual maximum (at 80% coinsurance)

- Create a new paramedical practitioner benefit with a \$500 annual maximum (at 80% coinsurance) for Registered Nurse Foot Care Outside the Home
- Add Psychotherapist to the Psychology/Social Worker/Counsellor practitioner benefit with a \$500 combined annual maximum
- Add Myofascial Release Treatment within the Massage Therapy practitioner at \$500 annual maximum
- Enhance flexibility within the Hearing Aid benefit by increasing from \$1,000 every 3 years to \$2,000 every 6 years
- To monitor the financial status of the Plan over the next year with a mind to consider the initiation of another Health Spending Account as early as January 1, 2025.

June 30, 2023 Extended Health Fund Financial Information - Resolution Background		
Extended Health Fund		
Annual Premiums Received - Audited Financial Statements (June 30, 2023)		\$ 22,187,019
Health and Dental Claims Paid - Audited Financial Statements (June 30, 2023)		\$ 17,304,372
Annual Incurred Health Claims (June 30, 2023)		\$ 10,460,915
Annual Incurred Dental Claims (June 30, 2023)		\$ 6,843,457
Accounts / Reserve Funds with Target Levels Identified (Policy Handbook - Guideline 9)		
Group Benefits Account Balance: TARGET: 115% - 125% of monthly premiums (approximately \$1,849,000 per month)		
Minimum Target		\$ 2,126,256
Maximum Target		\$ 2,311,148
June 30, 2023 Balance	\$	5,102,258
Previous 3 Month Minimum Balance	\$	3,860,000
		\$ 3,860,000
		Above Range
		See Note Below
*Note: This account is holding the unused Health Spending Account funds, as well as any accumulated monthly surpluses, plus a necessary balance in order to cover an anticipated 2024-25 deficit due to the Agreement extension with additional enhancements and no premium increases		
Claims Fluctuation Reserve: TARGET: 7% - 8% of Total Annual Premiums (\$22,187,019)		
Minimum Target		\$ 1,553,091
Maximum Target		\$ 1,774,962
Connor, Clark & Lunn Investments	\$	1,606,299
		\$ 1,606,299
		In Range
Incurred But Not Reported Reserve: TARGET: 7% - 8% of Annual incurred Health Claims (approximately 10,460,915) plus 2% - 3% of Annual Incurred Dental Claims (approximately \$6,843,457)		
Minimum Target		\$ 869,133
Maximum Target		\$ 1,042,177
Connor, Clark & Lunn Investments	\$	916,316
		\$ 916,316
		In Range
Group Benefits Sustainability Reserve: TARGET: 25% - 30% of Total Annual Premiums (\$22,187,019)		
Minimum Target		\$ 5,546,755
Maximum Target		\$ 6,656,106
Connor, Clark & Lunn Investments	\$	3,017,258
TCU Term Deposits	\$	5,949,154
		\$ 8,966,412
		Above Range
		See Note Below
Note: This Reserve will be reduced through the motion of the Provincial Executive to utilize a portion of the reserves to enhance benefits in the 2024-25 Agreement Extension		
Total of Extended Health Fund Account and Reserves Above Maximum Targets	\$	3,564,635

A.10 BE IT RESOLVED that the STS negotiate with Saskatchewan Blue Cross the removal of the \$500 annual cap for Massage Therapy treatments.

South Central Chapter

Background from Movers:

Massage Therapy is recognized by physicians as a legitimate health remedy for Saskatchewan patients. There are currently long waiting lists for patients to be granted appointments with therapists working under the authority of the Saskatchewan Health Authority. There are many private clinics in our province providing the service. Saskatchewan Blue Cross currently covers private therapy to a maximum of \$500 per year, however private massage therapists are understood to only be an allowable tax deductible health expense for taxpayers when the patient's physician orders the Massage Therapy.

Additional Background Information:

Currently massage services from a registered massage therapist are covered under Paramedical Health Practitioners to a maximum benefit of \$500 per year.

A.11 BE IT RESOLVED that the STS consider including in the STS Group Benefits Plan expense coverage that includes the total cost for all needed compression garments.

Connie Blenkinsop

Background from Movers:

Necessary compression garments may include more than compression stockings that are currently covered by our plan. For example, breast cancer surgery in the past has involved removal of underarm lymph nodes. Thus, the arm and hand are frequently prone to lymphedema and severe cellulitis. This is preventable only with custom made compression garments. The patient may also require compression stockings. Breast cancer is predominantly a female condition and a high proportion of teachers have been women.

Additional Background Information:

Saskatchewan Blue Cross reports that surgical stockings, Embolic and/or compression stockings are eligible expenses to a maximum of \$250 per calendar year under the heading of Medical Supplies. In addition, devices such as compression sleeves or other custom made compression garments are eligible expenses to a maximum of \$500 per calendar year under the heading of Prosthetic Appliances, when prescribed by a physician.

A.12 BE IT RESOLVED THAT the STS consider adding Occupational Therapy costs to the list of Paramedical Services under the Extended Health Care Benefits of the STS Group Benefit Plan provided the service is provided by a Registered Occupational Therapist and the treatment is not covered by Saskatchewan Health.

Saskatoon Chapter

A.13 BE IT RESOLVED that the STS consider including in the STS Group Benefits Plan coverage the cost of a Continuous Positive Airway Pressure (CPAP) machine.

Gordon Doepker

Background from Movers:

For those individuals who are eligible, there currently is a \$275 program fee for individuals to get access to a CPAP machine through the Saskatchewan Health Benefits Saskatchewan Aids to Independent Living (SAIL) program.

Additional Background Information:

Currently in the STS Group Benefits Plan coverage, CPAP machines are not covered, however CPAP accessories are eligible for coverage.

A.14 BE IT RESOLVED that the STS consider extending coverage in the STS Group Benefits Plan to include respiratory syncytial (RSV) vaccine.

Peter Stroh

Background from Movers:

Older people and infants are at greater risk of severe infection and hospitalization. Clinical trials have shown an 83% increase in preventing RSV and a 94% in preventing severe RSV with vaccination (CBC Dec. 10, 2023). Saskatchewan has the vaccine available from pharmacies, but currently this must be paid for out-of-pocket with costs varying from \$200 to \$350. Only Ontario has government funding for people over 60 years old, even though Health Canada has approved Arexvy (RSV vaccine) for adults aged 60 and over. Some private health plans and group plans do provide coverage for his vaccine. Unlike for influenza and COVID, there are no particular treatments other than oxygen and fluids. Canada does not properly track how many people 60 and over are hospitalized or die from RSV annually.

Additional Background Information:

As communicated to Extended Health and Dental Plan participants in January, 2024, the STS Provincial Executive approved Benefit Plan enhancements to take effect July 1, 2024 that include a new Vaccine Benefit with a \$500 annual maximum at 80% coinsurance.

A.15 BE IT RESOLVED that the STS consider removing the \$6.00 deductible applied to each drug dispensed in the Prescription Drugs benefit.

Peter Stroh

Background from Movers:

Currently only some benefits have limited co-insurance within the STS Group Benefits Plan while other services are covered at 100%. Only Formulary Prescription Drugs are subject to a \$6.00 deductible. Many members are currently experiencing increasing financial burdens. The STS Group Benefits Plan continues to be in a surplus position. The budgeted allocation of \$2.1 million for the member health spending account was underused by approximately \$962,353 therefore adding to the surplus. (STS - Executive Notes) Reserves ought to be used to "support the provision of group benefits" for members; not only to support the sustainability of the reserves or Plan itself. Members and AGM delegates ought to recommend improvements to the Benefits Plan.

Additional Background Information:

A.16 IT RESOLVED that the STS negotiate with Saskatchewan Blue Cross to extend coverage for additional items as determined by the STS Provincial Executive and AGM Delegates which are currently not covered by the Saskatchewan Formulary list of drugs.

Peter Stroh

Background from Movers:

Members can experience financial and medical burdens in not having ready access to new treatments not covered by the Saskatchewan Formulary list of drugs. The STS Group Benefits Plan continues to be in a surplus position. The budgeted allocation of \$2.1 million for the member health spending account was underused by approximately \$962,353 therefore adding to the surplus. (STS - Executive Notes) Reserves ought to be used to "support the provision of group benefits" for members; not only to support the sustainability of the reserves or Plan itself. Members and AGM delegates ought to recommend improvements to the Benefits Plan.

Additional Background Information:

A.17 BE IT RESOLVED that the STS consider increasing coverage in the STS Group Benefits Plan Basic

Dental Care Benefits from eighty percent co-insurance to ninety percent co-insurance.

Peter Stroh

Background from Movers:

Dental benefits are based on the usual and customary charges up to the current General Practitioners Dental Fee Guide in effect in the province of Saskatchewan. However, Individual dentists frequently charge more than the Fee Guide. Members are experiencing increasing financial burdens as excess dental charges are applied while the STS Group Benefits Plan continues to be in a surplus position. Reserves ought to be used to "support the provision of group benefits" for members; not only to support the sustainability of the reserves or Plan itself. Members and AGM delegates ought to recommend improvements to the Benefits Plan.

Additional Background Information:

The Dental portion of the STS Group Benefits Plan has experienced a greater number of monthly deficits in the 2022-2023 than the Extended Health portion of the STS Group Benefits Plan. Guideline 11.1.5 states that "the Plan shall be designed in such a way that there is no unreasonable subsidy of premiums between groups of participants in the Plan". As such, premiums are determined individually for the two portions of the Group Benefits Plan in such a way that they don't unreasonably subsidize each other.

A.18 BE IT RESOLVED that the STS consider increasing coverage in the STS Group Benefits Plan Minor Dental Care Benefits from \$1,000 per person per calendar year to \$1,500 per person per calendar year.

Saskatoon Chapter

A.19 BE IT RESOLVED that the STS consider increasing coverage in the STS Group Benefits Plan Minor Dental Care Benefits from eighty percent co-insurance to ninety percent co-insurance.

Peter Stroh

Background from Movers:

Currently coverage is limited to \$1,000 for minor dental benefits and \$1,500 for major dental benefits. Dental benefits are based on the usual and customary charges up to the current General Practitioners Dental Fee Guide in effect in the province of Saskatchewan. However, Individual dentists frequently charge more than the Fee Guide. Members are experiencing increasing financial burdens as excess dental charges are applied while the STS Group Benefits Plan continues to be in a surplus position. Reserves ought to be used to "support the provision of group benefits" for members; not only to support the sustainability of the reserves or Plan itself. Members and AGM delegates ought to recommend improvements to the Benefits Plan.

A.20 BE IT RESOLVED that the STS consider increasing coverage in the STS Group Benefits Plan Major Dental Care Benefits from \$1,500 per person per calendar year to \$2,000 per person per calendar year.

Saskatoon Chapter

A.21 BE IT RESOLVED that the STS consider increasing coverage in the STS Group Benefits Plan Major Dental Care Benefits from sixty percent co-insurance to eighty percent co-insurance.

Peter Stroh

Background from Movers:

Currently coverage is limited to \$1,000 for minor dental benefits and \$1,500 for major dental benefits. Dental benefits are based on the usual and customary charges up to the current General Practitioners Dental Fee Guide in effect in the province of Saskatchewan. However, Individual dentists frequently charge more than the Fee Guide. Members are experiencing increasing financial burdens as excess dental charges are applied while the STS Group Benefits Plan continues to be in a surplus position. Reserves ought to be used to "support the provision of group benefits" for members; not only to support the sustainability of the reserves or Plan itself. Members and AGM delegates ought to recommend improvements to the Benefits Plan.

A.22 BE IT RESOLVED that the STS investigate the costs of including laser eye surgery into the STS Extended Health Plan.

Prince Albert Chapter

Background from Movers:

Cataract surgery is covered by the Saskatchewan (SK) Health Care Plan up to fifteen hundred dollars (\$1500.00). The more extensive laser eye surgery, which provides one-time benefits, is not covered by the above Plan. Full or partial coverage by the STS's Extended Health Plan would be helpful.

Additional Background Information:

Currently, laser eye surgery is not an eligible expense under our Plan.

Resolutions Directed to STF

B.1 BE IT RESOLVED that the STS urge the STF to negotiate changes to the Teachers' Superannuation Plan (TSP) such that a lump sum be paid to the beneficiary/beneficiaries of a deceased single member (one who has no spouse or common-law partner) that is equal to the sum of the teacher's contributions plus interest and the government contributions plus interest, minus any pension benefits the deceased teacher has already received.

Weyburn Chapter

Background from Movers:

We as a chapter feel the distribution of the remainder of a deceased teacher's pension is discriminatory for a single deceased member compared to that of a married deceased member.

Currently, the beneficiary/beneficiaries of a deceased single member (who has no spouse or common-law partner) only receives a payout of the amount the deceased teacher contributed to the plan plus interest minus the pension benefits the deceased teacher has already received. This is in contrast to the spouse or common-law partner of a deceased married member will receive 60% of the deceased teacher's pension for life.

Additional Background Information:

The Teachers' Superannuation Pension Plan (TSP) has been a closed Plan since July 1, 1980. Changes to the TSP must first be negotiated by the STF through the Provincial Collective Bargaining process and then enacted through a change in provincial legislation.

B.2 BE IT RESOLVED that the STS urge the STF to make changes to the Saskatchewan Teachers' Retirement Plan (STRP) Text such that a lump sum be paid to the beneficiary/beneficiaries of a deceased single member (one who has no spouse or common-law partner) that is equal to the sum of the teacher's contributions plus interest and the government contributions plus interest, minus any pension benefits the deceased teacher has already received.

Weyburn Chapter

Background from Movers:

See background information for Resolution **B.1** above.

Additional Background Information:

STRP officials indicate that this proposed change would be considered a benefit improvement to the overall Plan, which would need to proceed through the STRP processes for the consideration of benefit improvements.

Resolutions Directed to ACER-CART

C.1 BE IT RESOLVED that the STS Executive work with ACER/CART and SSM to advocate for the government to initiate a tax credit for seniors for their participation in activities to improve physical and mental health.

Wakaw Chapter

Background from Movers:

Research done by the Centre of Disease Control and Prevention demonstrated that older adults with an active lifestyle “Are less likely to develop certain diseases. Participating in hobbies and other social activities may lower risk for developing some health problems, including dementia, heart disease, stroke, and some types of cancer.” Centre of Disease Control and Prevention Mar 28, 2022. An incentive like a tax credit as suggested in this resolution - similar to that provided to parents of children in Canada- could be of great benefit to the senior population.

Resolutions Directed to the Government

D.1 BE IT RESOLVED THAT STS work with the Saskatchewan Seniors Mechanism (SSM) to urge the Province of Saskatchewan to create a Ministry solely devoted to the concerns of Seniors.

Saskatoon Chapter

Background from Movers:

At present the [Honourable Tim McLeod](#) is the Minister of Mental Health and Addictions, Seniors and Rural and Remote Health. Since the number of seniors and their unique needs are increasing in our province there needs to be someone whose only job is to relate to these issues and respond.

D.2 BE IT RESOLVED that the STS request the Government of Saskatchewan to report the steps taken and the progress to date to achieve the Truth and Reconciliation Commission's Recommendation #64.

Regina Chapter

Background from Movers:

Recommendation #64 states, "We call upon all levels of government that provide public funds to denominational schools to require such schools to provide an education on comparative religious studies, which must include a segment on Aboriginal [Indigenous] spiritual beliefs and practices developed in collaboration with Aboriginal [Indigenous] Elders." (Government of Canada Report on Education for Reconciliation, June 2023: What's happening? "As education falls under provincial jurisdiction, the provincial and territorial governments are responsible for the response to Call to Action 64.") What is happening in Saskatchewan? Reporting online for 2019 and 2022 has no reference to Recommendation #64.

D.3 BE IT RESOLVED that the STS strongly urge the Government of Saskatchewan Ministry of Social Services to work cooperatively with the Government of Canada, and Saskatchewan municipalities, to address homelessness in the province.

Regina Chapter

Background from Movers:

The impacts of Indigenous Residential Schools are intergenerational and a responsibility of all Canadian governments and citizens. *Eighty percent* of those homeless in Regina are Indigenous (2021 Regina Homelessness Count by Addison Docherty, Flow Community Projects & HelpSeeker Technologies). A significant way to help survivors cope with their family's residential school experiences is to provide secure and stable income and housing with added supports available on an as need basis.

D.4 BE IT RESOLVED that the STS urge the Government of Saskatchewan to introduce an incentive program that would complement federal incentives for home energy efficiency retrofits.

Regina Chapter

Background from Movers:

Energy costs are increasing for all of us while global warming brings a need for less reliance on fossil fuels, a major source of energy in Saskatchewan. A provincial incentive program would be of economic benefit to seniors as well as facilitate the installation of clean energy generation to increase the energy efficiency of their homes. There is demand for such a provincially sponsored program. The HELP Program in Saskatoon, which offered loans/rebates for energy efficiency upgrades, renewable energy installation, water conservation measures, net zero renovations plus upgrades such as window glazing, EV charging and battery storage system installation was fully subscribed before the end of the day the program opened, leaving many disappointed potential applicants.

D.5 BE IT RESOLVED that the STS urge the Government of Saskatchewan to bring into effect a comprehensive Wetlands Policy that will successfully address retention of remaining wetlands in our province.

Regina Chapter

Background from Movers:

Wetlands are areas where water covers the soil or is present at or near the soil surface either all year or for varying periods during the year. Wetlands provide protection against flooding, drought and erosion. They filter ground and surface water, recharge aquifers, provide a habitat for wildlife, produce pollinators and sequester large amounts of carbon. Wetlands mitigate damage to infrastructure during extreme climate events and are a subject for education about ecosystems and wildlife. People are dependent upon wetlands for relaxation, recreation and outdoor education as well as for stewardship of the land for agricultural purposes.

Drainage and channeling of these natural water systems in order to increase arable farming land creates downstream flooding in some areas. In other areas, damming allows irrigation to siphon off water, creating water scarcity or drought for downstream users. Saskatchewan is the only Canadian province without a policy governing wetlands. In Saskatchewan each year 10,000 acres of wetlands are lost (DUCKS UNLIMITED); during the last 50 years, over 35% of Saskatchewan wetlands disappeared and in some farming areas as much as 90% have been obliterated (U of S GLOBAL INSTITUTE FOR WATER SECURITY; CLIMATE INSTITUTE CANADA; NATURE CONSERVANCY CANADA). Saskatchewan needs a comprehensive, science-based wetlands policy. The policy needs to support sustainable growth while protecting the valuable resource that wetlands are, a resource that will greatly increase in value if warming outpaces precipitation in the coming years.

D.6 BE IT RESOLVED that the STS lobby the Provincial and Federal governments to include Massage Therapy as a tax deductible health expense for taxpayers.

South Central Chapter

Background from Movers:

Massage Therapy is recognized by physicians as a legitimate health remedy for Saskatchewan patients. There are currently long waiting lists for patients to be granted appointments with therapists working under the authority of the Saskatchewan Health Authority. There are many private clinics in our province providing the service. Saskatchewan Blue Cross currently covers private therapy to a maximum of \$500 per year, however private massage therapists are understood to only be an allowable tax deductible health expense for taxpayers when the patient's physician orders the Massage Therapy.

Additional Background Information:

Currently the Canada Revenue Agency does not list Massage Therapy as an eligible medical expense that can be claimed on your federal income tax return.

D.7 BE IT RESOLVED that the STS consider requesting the Government of Saskatchewan to extending coverage to include respiratory syncytial (RSV) vaccine for persons 60 and over.

Saskatoon Chapter

Background from Movers:

Older people and infants are at greater risk of severe infection and hospitalization. Clinical trials have shown an 83% increase in preventing RSV and a 94% in preventing severe RSV with vaccination (CBC Dec. 10, 2023). Saskatchewan has the vaccine available from pharmacies, but currently this must be paid for out-of-pocket with costs varying from \$200 to \$350. Only Ontario has government funding for people over 60 years old, even though Health Canada has approved Arexvy (RSV vaccine) for adults aged 60 and over. Some private health plans and group plans do provide coverage for his vaccine. Unlike for influenza and COVID, there are no particular treatments other than oxygen and fluids. Canada does not properly track how many people 60 and over are hospitalized or die from RSV annually.

Additional Background Information:

As communicated to Extended Health and Dental Plan participants in January, 2024, the STS Provincial Executive approved Benefit Plan enhancements to take effect July 1, 2024 that include a new Vaccine Benefit with a \$500 annual maximum at 80% coinsurance.