

Board of Directors
Emergency Meeting Minutes
February 25, 2021

Special Meeting

Date: February 25, 2021
Time: 12:00 P.M. to 1:00 P.M EST.
Place: Virtual

Overflow Meeting: N/A

Board Secretary: Kelly Zheng
Minutes Taker : Naima Samuel



ATTENDANCE

Name and Position	Present	Regrets*	Absent
	["X" if present / "R" if calling or skyping]	["X" if absent with regrets / time of arrival if late with regrets]	["X" if absent w/o regrets / time of arrival if late w/o regrets]
Aiden Feng, Director	X		
Cyrus Fiori, Director	X 12:02		
David Billedeau, Director, President	X		
Dmitrii Marin, Director	X		
Jennifer Reid, Director, Board Chair	X		
Kareem Mostafa, Director, Deputy Chair	X		
Kelly Zheng, Director, Corporate Secretary	X		
Nastaran Nezamabad, Director	X 12:16		
Nicholas Palaschuk, Director	X		
Thomas Storwick, Director	X 12:01		
Twesh Upadhyaya, Director	X 12:10		
Tyler Hampton, Director	X		

*A time in the Regrets or Absent column indicates a director arriving at that time, after the meeting was called to order

Other	Present with notice	Present
Cindy Y. T. Yeung, Vice President Admin.		
Matthew Robbins, Chair of Council	X	
Naima Samuel, Governance and Strategy Coordinator	X	
Del Pereira, Director of Partnership & Development at ASEQ Studentcare	X Left at 12:39	

Current Committees	Committee Members
Board Executive (Winter 2021)	Reid (Chair), Billedeau, Fiori, Mostafa, Storwick, Zheng
Joint Policy Review	Upadhyaya (Chair), Marin, Storwick, Zheng
Audit and Financial Risk	Billedeau (Chair), Fiori, Nezamabad
Governance Oversight	Mostafa (Chair), Hampton, Marin, Palaschuk, Reid
Recruitment Task Force	Hampton, Mostafa, Nezamabad, Storwick, Zheng
President Nominating Committee	Reid, Upadhyaya, Storwick

AGENDA

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Welcoming remarks	
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b. Consent overflow	
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5. Adjournment	

MINUTES

Welcoming Remarks **12:00**

Reid takes Chair and calls the meeting to order at 12:00. Chair makes land acknowledgement. Samuel takes attendance and records minutes. No declarations of conflict of interest made.

1. Consent Agenda **12:01**

a) Director election timeline 12:01

Motion to adopt the consent agenda by unanimous consent. Agenda Adopted.

1.a BIRT the Board approved the following director election timeline:

- First Call for Nomination: 1 March, 2021 (Monday) - 17 March, 2021 (Wednesday) (5.5 weeks before AGM)
- Second Call for Nomination: 18 March, 2021 (Thursday) – 24 March, 2021 (Wednesday) (3 weeks before AGM)
- Campaign Period: 25 March, 2020 (Thursday) – 31 March, 2021 (Wednesday) (2 weeks before AGM)
- Voting: 1 April, 2021 (Thursday) – 8 April, 2021 12:00pm (Thursday) (Online) and 7 April, 2021 (Tuesday) (Offline)
- AGM Confirmed for April 8, 2021

2. Board Education/Capacity Building **12:02**

a) Health and Dental Plan

Short background on Studentcare and its partners, usage and history of the health and dental plan are shared. Benefit changes and claims experience in 2019-2020 year and impact of COVID-19 on plan, particularly on dental plan is presented. Overall claims decreased due to COVID and credit was given to the associations as a result. In terms of benefit changes, cap on drug maximum and introduction of EmpowerMe as well as increase of coverage to \$800 was highlighted. Top category claims were central nervous system agents amounting to 30% of all claims for mental health drugs. Changes to plan resulted in 159% change in claims because students utilized plans more. Expansion of mental health coverage was noted as being a good decision. A mismatch of the calendar year coverage with policy year was mentioned which would be monitored to ensure no issues arise. Refund accounting cycle overview was presented to explain deficits and surplus. Presentation of plan reserves with a focus on COVID credits was also shared. Given that the plans are fully insured, no credit is given except due to legislative changes, and as an exception because of COVID. It was noted that the health and dental plan reserves combine into one account. In 2010, dental plan separated from WUSA and the Board subsidized it for a long period of time against recommendation of Studentcare until 2016. For future consideration, integration of mental health services, access through advanced telemedicine platform, and monitoring of claims to determine opportunities for expansion of services and benefits was highlighted. Directors raised questions about increase in claims, COVID's impact on increased mental health usage, and EmpowerMe usage. Representative from Studentcare provided clarification that large number of international students in Ontario was part of the contributing factors towards a provincial trend in increased claims overall. EmpowerMe usage was noted as high, with emphasis placed on access for crisis and non-crisis situations. It was highlighted that the EmpowerMe Program is integrated with Counseling services, but students can

choose to go directly through application (call, chat, etc.) and there is no cap for students to use the program. Advertising the EmpowerMe Program through GSA communications to graduate students was advised.

3. Our Future Positioning

12:39

a) Health and Dental plan future outlook

Discussion was held on possible risks and how to mitigate those risks, including impact of unionization on health and dental services. It was noted that given the health plan is jointly administered with WUSA, there is a high risk and low likelihood of impact to the plan, and relationship with WUSA should be prioritized. It was suggested the President provide a summary of how relationship with WUSA is going which includes updates on projects being worked on, how the relationship is going and anything that might cause issues. President mentioned that the relationship is going very well, and no issues have arisen. A new leadership is expected to come in the near future and GSA will work to establish a good relationship. President agreed to incorporate update on relationship with WUSA in future operations report to the Board. Being prepared to handle increased claims post-pandemic was also mentioned. Directors suggested having communications from GSA to inform students about availability and access to services during COVID. Some directors mentioned risk with increase in mental health coverage and GSA's ability to financially manage resulting costs. President noted that cost of EmpowerMe is low, and President is working on having conversations with University to mitigate financial risk. Other directors mentioned exploring potential benefits that are not being exploited such as needs of members with families. No notable difference between WUSA and GSA was evident, and there would be a benefit if GSA reintegrated its dental with WUSA. It was suggested that conversations around reintegrating dental plans be initiated after the new executive took office. It was noted that the Board Working Group report on unionization mentioned risks to health and dental plans as a result of unionization. It was highlighted that unions generally ask for health and dental benefits for members and that would pose a risk to the GSA, particularly because the GSA's health plan is consolidated with WUSA. Directors were encouraged to read the Working Group's report and reach out to Studentcare to get more information.

4. Concluding Remarks

1:00

Draft agenda for next meeting was mentioned. Directors were encouraged to engage on social media to promote director elections, EmpowerMe, and overall health and dental benefits.

5. Adjournment

1:01