

CEMA Quarterly

Summer 2018



LAPP

CEMA has attended two LAPP Stakeholder Consultation Group meetings in the past 3 months. The last meeting took place June 27. In 2001, a labour coalition of unions formed in order to lobby the province to convert the plan from a statutory government controlled plan to a jointly sponsored plan controlled by employer and employee, thus allowing less direct control by the province. This effort continues today and after the June 27th meeting, there is no clarity on this issue. The alternate plan presented by Alberta Treasury Board folks was soundly rejected by a majority of employers and employee union and association heads in the room. The main point of contention being that a single fiduciary board working with sponsor boards for three different plans is a concern. The other main concern of this model is that the government retains the ability to oversee board appointments and has control in other parts of the model where a truly independent LAPP would not need government oversight. The group Labour Coalition on Pensions, of which CEMA is not a member, is leading the discussion and has offered an alternate plan model. This model is now being reviewed by the government and another meeting of the group will be called soon. CEMA will be attending this meeting and further updates will follow in subsequent newsletters.

Financially, the fund is in great shape, showing a surplus at the end of 2017. Membership has grown 2.3% over the last year and this has allowed for contribution rates to decrease 1% for members and employers. Great news!!

Long Term Disability Advisory Committee

CEMA met with the LTD Advisory Committee to review the 2017 actuals. The plan is in a very good surplus position so the committee is currently looking at improvements to the plan design for ways we can support our members better. Because of the ongoing surplus position, we are happy to announce that once again we will be refunding the 2017 contributions to our active, retired and deceased members. This refund will be reflected on your **September 25, 2018** paycheque. Following is a link to the CEMA Long Term Disability Plan Premium Refund and Rate Information - <https://cemaedmonton.com/wp-content/uploads/2018/07/CEMA-LTD-EE-Communication-July-2018.pdf>

CEMA Annual Golf Tournament

This tournament took place June 15 at the Legends Golf Course and 148 golfers took part. A great time was had by all. We would also like to thank CEMA board director Raf Tenderenda and the events committee for their collective hard work in making this tournament a success.

CEMA would like to thank Deputy City Managers, Rob Smythe and Adam Laughlin and Chief of Staff, Aileen Giesbrecht for taking time out of their schedules to join the members for a day of fun.

Thank you also to all the sponsors and City staff who assisted us in making this a successful event.



Harassment and Discrimination

CEMA has a number of concerns in regards to how complaints are being processed and a number of members have reached out to us in this regard. We are happy to report that after some discussions with the City Manager, CEMA has been advised that better support mechanisms will be implemented throughout the process. Counselling services will also be offered at any time in the process. CEMA has most recently met with representatives of the City of Edmonton about restoring the workplace strategies as well. We will be working with the City on these initiatives and monitoring their progress. Please let us know your story if you have been subject to one of these investigations and feel that you have not been offered any support. Please email Dave Loken cemaexecutivedirector@gmail.com and he would be happy to meet with you or support you when attending an investigation.

Benefits

We have heard loud and clear that the current benefits that CEMA members receive are substandard. To this end, we have retained a benefits consultant to do a comparison to other plans that are out there. We will have these results by late July. Once reviewed, we will present the findings to the City in an effort to improve the current status of benefits.

We know you are as anxious as we are to have this review finalized. The review was delayed due to some circumstances, but we're back on track now.

CEMA Office Hours

CEMA has been working with the city to provide office space for our Executive Director, Dave Loken. Effective July 16, 2018, Dave will have access to Edmonton Tower and Century Place during regular office hours. Please feel free to contact Dave cemaexecutivedirector@gmail.com for any CEMA concerns.