



University of Saskatchewan- Graduate Students' Association

Emergency Council Meeting Agenda

Wednesday, February 15, 2023; 17:00-19:00

Meeting Location: Online Zoom

AGENDA

The GSA operates on Treaty 6 Territory and the Homeland of the Métis Nation. We pay our respect to the First Nations and Métis ancestors of our gathering place and reaffirm our relationship with one another

Item	Page	Action
1. Call to Order		
2. Approval of Agenda	1	<i>Decision</i>
3. Discussion and Approval of the Motions	2-11	<i>Decision</i>
3.1 Motion to approve the health plan Fees increase		
3.2 Motion to approve the Dental plan Fee increase		
3.3 Motion to approve the GSA Fees increase		
3.4 Motion to approve the use of the GSA Budget Code 61001		
3.5 Motion to approve that GSA pays the university's outstanding debt		
4. Other Business		<i>Information</i>
5. Adjournment		<i>Decision</i>



Table: Proposed fees increase for the 2023-2024 academic year

Fee Types	Current Fees	Proposed Fees	\$ Increase	% Increase
CFS Fees	6.6	7.05	0.45	6.8028
U-PASS	119.65	127.7	8.02	6.7
Health Plan	222.51	240.01	17.5	7+1
Dental Plan	236.52	244.63	8.11	2 + 1
GSA Fees	37.06	38.91	1.85	5

1) The list from the original slide that lays out all the items named in 4.1-4.7.

4. Discussion and Approval of the Motions

4.1 Motion to approve the Canadian Federation of Student's Fees increase

4.2 Motion to approve the U-PASS Fees increase

4.3 Motion to approve the health plan Fees increase

4.4 Motion to approve the Dental plan Fee increase

4.5 Motion to approve the GSA Fees increase

4.6 Motion to approve the use of the GSA Budget Code 61001

4.7 Motion to approve that GSA pays the university's outstanding debt

2) Whether or not we've already voted each one in;

- The first two motions have been approved. The letter from the CFS is attached for your information.

3) The percentage/\$ increase for each item on that list (including if there are different domestic/international/etc rates, so that I can communicate what that will look like for students from an individual perspective).

These rate increases are the same for everyone.

- Canadian Federations of Students Membership Fees 2023-2024
 - The new fee for 2023/2024 is increased by the January 2023 CPI. This fee accounts for increases to the Saskatoon January inflation rate (by 6.8028 %). Thus an increase of \$0.45.
- UPASS

- GSA is waiting for Saskatoon's January 2023 CPI, which will be announced in late February. Based on the December 2022 CPI of 6.8028%. Thus an increase of \$8.13.
- Graduate Dental Plan Fees
 - The GSA Dental Plan would cost 242.46 (2.4% increase) plus an administration fee of \$2.37. Thus an increase of \$8.11 for a graduate Dental plan. It is to be noted here that GSA is working with Student Care to increase existing dental plan coverage. GSA would cover the increased premium cost associated with the increased plan coverage.
- Graduate Health Plan Fees
 - The GSA Health Plan would cost 254.14 plus and 1% administration fee (~\$2.23). Thus an increase of \$17.5 for graduate health plan and GSA will subsidize \$16.36 from its reserve fund. It is to be noted here that GSA is working with the Student Care to increase existing health plan coverage. GSA would cover the increased premium cost associated with the increased plan coverage.
- Graduate Students' Association Fees 2023-2024
 - The new fee for 2023/2024 is increased by 5%. Thus, an increase of \$1.91. The last time GSA increased its annual membership fees is during the 2018-2019 academic year. Because of the COVID-19 crisis, GSA did not increase its annual membership fees despite the CPI index increasing yearly. Further, the GSA has doubled its need-based bursary allocation per academic year for the last two academic years. The GSA has been subsidizing its services over the last three academic years, which has resulted in a significant decline in its operating budget. Therefore, the GSA proposed a 5% increase in the annual membership fees for the 2023-2024 academic years despite Saskatchewan's CPI increasing by 6.8028%.

4) What each increase is being proposed in response to (inflation, contract changes, the \$130k debacle, etc)

- I explained them all in the above question. Contract changes based on inflation. The only contracts that change based on usage rate are the student care health & dental plan and UPASS. For example, if student care finds out that they paid more claims (in total) than what they got as premium (in total), they will increase their fee for next year.

5) What options we would have if any of the motions weren't carried (i.e. what else *can* we do if students find these increases too much of a burden? how could we mobilize/who could we talk to renegotiate contracts, etc)?

- If we say no to increases, the service providers will discontinue their contracts as these increases are normal for any industry or community contracts. If that happens, we need to start negotiating a new contract with the same or different provider, which will cost us more for sure. For example, in one of our meetings with Saskatoon transit, we saw they are looking to negotiate a new contract to increase the fee significantly as they believe this amount is not good and is the result of an old contract.
- Next option would be subsidizing the whole increase from the GSA reserve found that brings the balance close to zero, and if someday university parties decide not to help GSA, we will be in trouble. Besides, that next students will need to pay double the charges comparing their last year. Also, we won't have any funding for facing any unforeseen circumstances or having a plan for some new supporting plan or having new infrastructures for students. It is worth mentioning that the increase in all the fees in total for each student would be \$36.

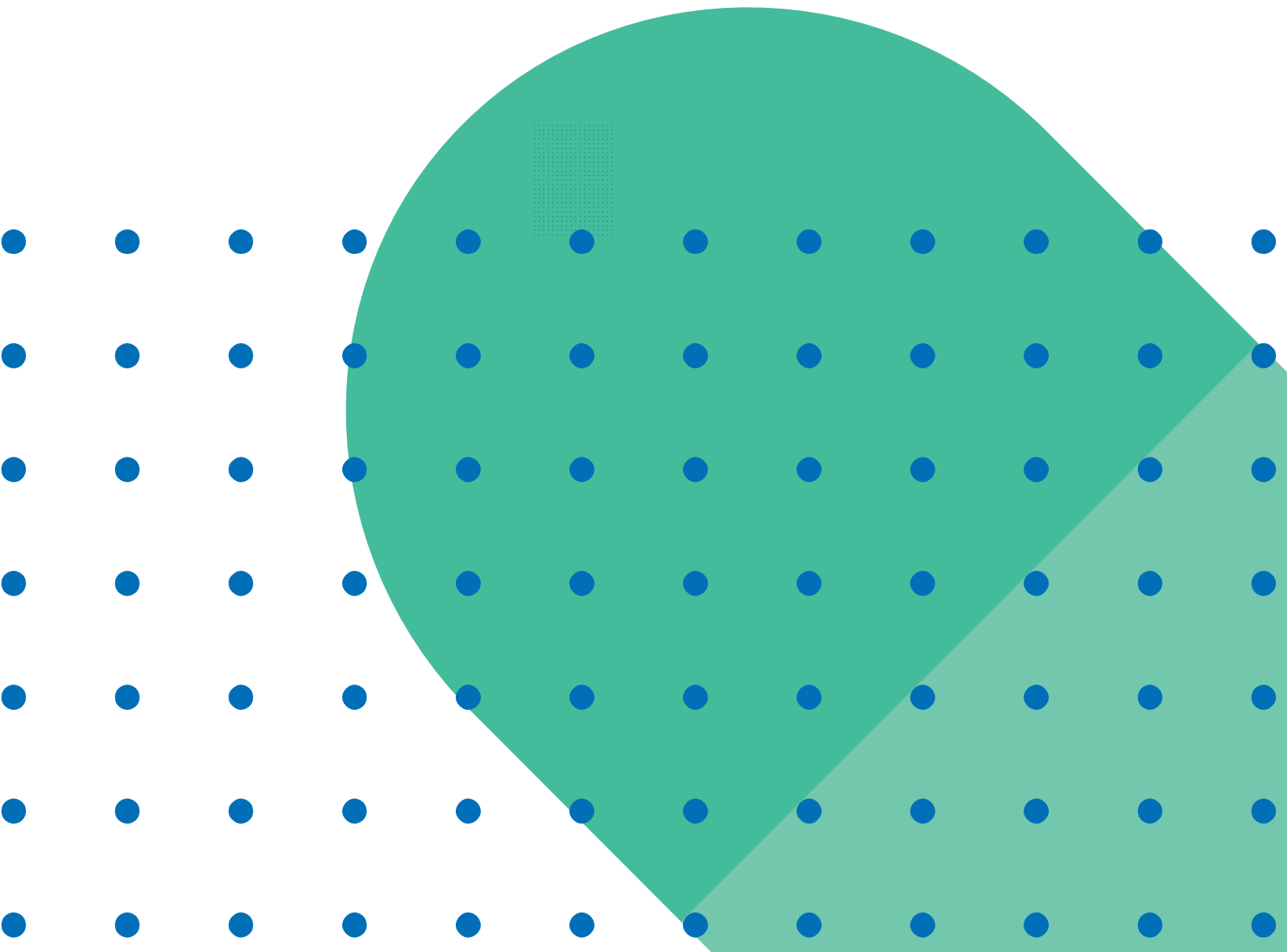


STUDENTCARE

USGSA HEALTH & DENTAL PLAN

Preliminary Internal Analysis

February 3rd, 2023



Introduction

The insurance policies that underlie the USGSA Benefit Plan are one-year contracts that must be renewed with the Plan insurer each policy year. This renewal process generally begins in January and is concluded by mid-April to set the Plan fee, as well as the premiums and benefits for the following school year. At the University of Saskatchewan, this process is expedited due to early fee-setting deadlines imposed by the University.

This report provides an overview of the projected Plan cost structure for the upcoming 2023-2024 policy year on a fully-insured basis. This report is preliminary, using Studentcare's internal projections only, based on an analysis of the Plan's historical claims experience and claims from the first four months of the current policy year.

Due to the early nature of the University of Saskatchewan's fee-setting deadline, the Plan Fee must be decided in the context of what is a reasonable amount for students. This report serves as a conservative estimate of premiums, with more exact data to come in the next few months. Once more data is available, and we are closer to the end of the policy year, we will present options using other "levers" such as benefit adjustments or the reserve fund, to ensure that the Plan is sustainable.

Monthly Claims Experience: September 2022 – December 2022

HEALTH

	<u>ENROLMENT</u>	<u>PREMIUMS</u>	<u>CLAIMS</u>	<u>LOSS RATIO</u>
SEPTEMBER	2,157	\$38,677	\$36,386	94%
OCTOBER	2,157	\$38,677	\$27,141	70%
NOVEMBER	2,157	\$38,677	\$29,897	77%
DECEMBER	2,157	\$38,677	\$29,990	78%
PAID HEALTH CLAIMS TOTAL		\$154,706	\$123,414	80%

DENTAL

	<u>ENROLMENT</u>	<u>PREMIUMS</u>	<u>CLAIMS</u>	<u>LOSS RATIO</u>
SEPTEMBER	2,117	\$33,705	\$30,507	91%
OCTOBER	2,117	\$33,705	\$31,888	95%
NOVEMBER	2,117	\$33,705	\$31,288	93%
DECEMBER	2,117	\$33,705	\$30,730	91%
PAID DENTAL CLAIMS TOTAL		\$134,819	\$124,413	92%
PAID CLAIMS GRAND TOTAL		\$289,525	\$247,827	86%

Annual Claims Experience: September 2021 – August 2022

HEALTH

	<u>ENROLMENT</u>	<u>PREMIUMS</u>	<u>CLAIMS</u>	<u>LOSS RATIO</u>
SEPTEMBER	2,254	\$36,030	\$33,142	92%
OCTOBER	2,254	\$36,030	\$39,324	109%
NOVEMBER	2,254	\$36,030	\$42,446	118%
DECEMBER	2,254	\$36,030	\$31,840	88%
JANUARY	2,266	\$36,222	\$35,120	97%
FEBRUARY	2,266	\$36,222	\$30,546	84%
MARCH	2,266	\$36,222	\$37,328	103%
APRIL	2,266	\$36,222	\$33,977	94%
MAY	2,273	\$36,334	\$38,540	106%
JUNE	2,273	\$36,334	\$34,292	94%
JULY	2,273	\$36,334	\$35,762	98%
AUGUST	2,273	\$36,334	\$39,676	109%
PAID HEALTH CLAIMS TOTAL		\$434,348	\$431,993	99%

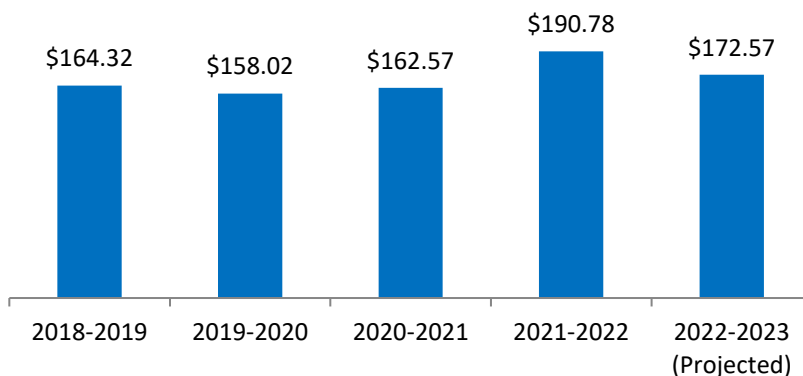
DENTAL

	<u>ENROLMENT</u>	<u>PREMIUMS</u>	<u>CLAIMS</u>	<u>LOSS RATIO</u>
SEPTEMBER	2,230	\$28,922	\$32,347	112%
OCTOBER	2,230	\$28,922	\$32,119	111%
NOVEMBER	2,230	\$28,922	\$33,840	117%
DECEMBER	2,230	\$28,922	\$29,476	102%
JANUARY	2,240	\$29,052	\$18,976	65%
FEBRUARY	2,240	\$29,052	\$26,593	92%
MARCH	2,240	\$29,052	\$28,947	100%
APRIL	2,240	\$29,052	\$25,604	88%
MAY	2,246	\$29,129	\$26,969	93%
JUNE	2,246	\$29,129	\$29,907	103%
JULY	2,246	\$29,129	\$26,772	92%
AUGUST	2,246	\$29,129	\$43,975	151%
PAID DENTAL CLAIMS TOTAL		\$348,412	\$355,525	102%
PAID CLAIMS GRAND TOTAL		\$782,760	\$787,518	101%

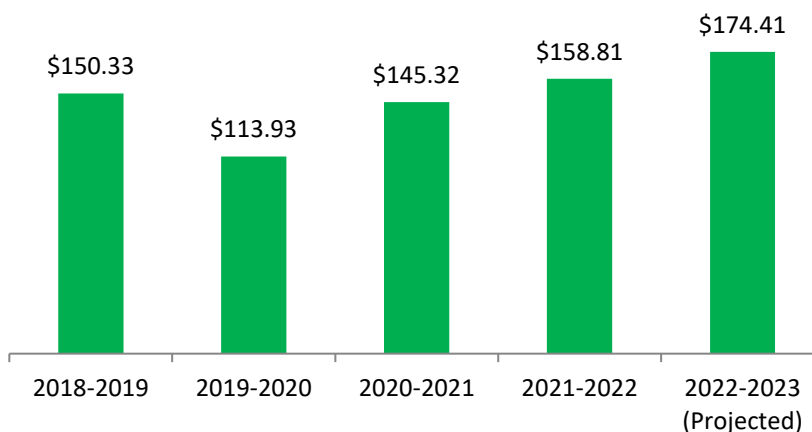
Per Capita Claims

Per capita claims – or claims per student – is the average amount each enrolled plan member has claimed in each of the Health and Dental Plans. We calculate the per capita claims by dividing the total claims in a given policy year by the average number of students (and dependents) enrolled in the Plan. The table below illustrates the per capita claims for each Plan with current-year data.

Per Capita Claims - Health



Per Capita Claims - Dental



Health		Sep 2021 - Dec 2021	Sep 2022 - Dec 2022	Change
Claims Paid		\$146,752	\$123,414	-16%
Enrolled Units		2,254	2,157	-4%
Per Capita Claims		\$65.11	\$57.22	-12%

Dental		Sep 2021 - Dec 2021	Sep 2022 - Dec 2022	Change
Claims Paid		\$127,782	\$124,413	-3%
Enrolled Units		2,230	2,117	-5%
Per Capita Claims		\$57.30	\$58.77	3%

Inflation Trend

The inflation trend is used to calculate projected claims, which in turn determine the major portion of the Plan premium. While the typical inflation trend for an employee benefit plan is in the double digits, the demographics and usage patterns of a student health and dental plan enable the use of a much lower inflation trend. However, this year we are seeing costs inflate at a higher rate due to the recovery from the COVID-19 recession.

Type of Health Plan	Typical Inflation Trend
Employee Health & Dental Plan	15-20%
Typical Student Health & Dental Plan	5-8%
COVID-19 Inflation	8-12%

Projected Plan Cost for 2023-2024

Projected Annual Premium (2023-2024)	\$254.14	\$242.26	\$496.41
Current Plan Premium (2022-2023)	\$266.34	\$219.60	\$485.94
Difference between Current & Projected Plan Premium	(\$12.20)	\$22.66	\$10.47
Projected Change in Premium	-5%	10%	2%

Plan Fee Analysis

Projected Plan Premium (2023-2024)	\$254.14	\$242.26	\$496.41
University Admin Fee (1%)	\$2.23	\$2.37	\$4.59
Projected Total Amount Required (2023-2024)	\$256.37	\$244.63	\$501.00
Current Plan Fee (2022-2023)	\$222.51	\$236.52	\$459.03
Difference between Current & Projected Plan Fee	\$33.86	\$8.11	\$41.97
Projected Change in Plan Fee	15%	3%	9%

Moving Forward:

This policy year, we can confidently say the usage of the USGSA Plan has returned to pre-COVID levels. The 2021-22 policy year saw quite high usage, with Fall 2022 showing a trend for this policy year of normal to high usage. With the previous year's high loss ratio, and this Fall's more modest, but still high, loss ratio, Studentcare is predicting a small increase in premium of 2% for the next policy year. The Plan Premium is still lower than the Plan Fee. As the GSA chose not to increase the Plan Fee last year, two years of premium increases are compounding this year resulting in a 9% increase in the Plan Fee needed to break even. The GSA has expressed a desire to improve benefits where possible. Therefore, to accomplish the goal of benefit enhancements in this context, we recommend a Plan Fee increase this year for the first time in 5 years. Below, you will find two options for an increase.

1. 9% Plan Fee Increase

The USGSA may increase the cost of the plan by 9%, or approximately \$42, to cover the total Plan cost and breakeven. This option would allow some flexibility for benefit enhancements, as there is a possibility that the projected cost will come down as we receive more months of data. Any benefit enhancements beyond savings found with more data will have to come from the Health & Dental Reserve Fund.

2. 15% Plan Fee Increase

The second option we recommend is a higher Plan Fee increase to create a large amount of space for significant benefit enhancements. A 15% increase in the Plan Fee would result in a Fee of approximately \$528 – leaving \$27 above the projected Plan cost to enhance benefits. This is a healthy amount and would result in substantial benefit enhancements that graduate students have been seeking. This rate would also catch the Plan Fee up to real Plan usage – helping to ensure the long-term sustainability of the Plan and avoiding large Fee increases in the future.

It is worth noting that in both options the USGSA Plan would remain the cheapest of the Alberta & Saskatchewan GSA's at this Fee level – UAlberta is \$525 and increasing this year, and UCalgary is \$626.



January 31, 2023

University of Saskatchewan Graduate Students' Association
Member Local 101
1 Campus Drive
Room 110, Place Riel
Saskatoon, SK, S7N 5A3

SENT BY REGISTERED MAIL AND EMAIL

RE: Canadian Federation of Students Membership Fee 2023-2024

Dear University of Saskatchewan Graduate Students' Association,

As a member local association of the Canadian Federation of Students (CFS) and the Canadian Federation of Students-Services (CFS-Services), and Canadian Federation of Students-Saskatchewan (CFS-SK), your association has agreed to act as agent for CFS, CFS-Services, and CFS-SK with respect to the collection of CFS, CFS-Services, and CFS-SK's membership fees for as long as your individual member students are members of the CFS, CFS-Services, and CFS-SK.

Article I, Section 2.a.ix, of the CFS and CFS-Services' Bylaws sets out that the CFS, CFS-Services and applicable provincial component membership fees are adjusted each academic year by the rate of change in the Canadian Consumer Price Index (CPI) during the previous calendar year. This letter is to advise you that based on the increase from 141.608 in 2021 to 151.242 in 2022¹ – an increase of 6.8028 per cent – the fee per individual member for the 2023-24 academic year will be as follows:

CFS and CFS-Services' membership fees (combined)	\$ 5.29 per semester
CFS-SK provincial membership fee for Saskatchewan	<u>\$ 1.76 per semester</u>
Total Federation Membership Fee	\$ 7.05 per semester

Please notify your institution or other agent as soon as possible that this is the amount to be collected as Federation membership fees for the 2023-2024 academic year. As well, please inform the Federation, at finance@cfs-fcee.ca, upon receiving confirmation that the adjustment has been implemented. Thank you for your attention to this matter.

Sincerely,

Riaz Nandan
National Treasurer

Please note: The Federation's National Office mailing address has changed as of August 2020. See below for the updated mailing address.

¹ Statistics Canada. (2023). *Table 18-10-0004-01 Consumer Price Index, monthly, not seasonally adjusted* [Data table]. <https://doi.org/10.25318/1810000401-eng>