

**RPL BOARD OF DIRECTORS MEETING****December 5, 2022****Teams Videoconference****MINUTES****In Attendance:**

M. Gavigan, Chair  
S. Grebinski  
J. Oni  
S. Quinlan  
C. Kobayashi  
P. Lerat  
C. Zankl  
Councillor J. Findura  
J. Barber, Board Secretary

**Regrets:**

Mayor S. Masters

**Also in Attendance:**

P. Hesselink, Director, People & Culture  
H. Sackville (minutes)

**1. CALL TO ORDER**

The Chair called the meeting to order at 2:00pm.

**2. ADOPTION OF THE AGENDA**

C. Kobayashi moved to adopt the agenda. CARRIED.

**3. CONFLICT OF INTERESTS DECLARATION**

No conflicts of interest were declared.

**4. DISCUSSION AND DECISION ITEMS****a. Long Term Disability Plan Review**

Proposed changes to the Long Term Disability (LTD) Plan to bring the plan into compliance with Canada Revenue Agency policy are being presented to City Council on December 7 2022. These changes must be complete by December 31, 2022, per CRA policy.

There were negotiations in summer 2022 between the employer and employee parties regarding recommended changes that the RPL Board approved at the July Board Meeting, however, the parties ultimately disagreed with the recommended changes. The changes as proposed achieve compliance with CRA which is all that is required by year end of 2022.

It is possible that further changes may be achieved in 2023. For now, City Council needs approval from the plan member organizations to approve the changes to make the plan compliant.

C. Zankl moved to approve the changes to the Long Term Disability Plan and forward the result of this motion to City Council. CARRIED.

The letter included in the package for this meeting will be updated to reflect the Board's official approval of the changes and provided to the City Clerk's office.

## **5. ADJOURNMENT**

P. Lerat moved to adjourn the meeting at 2:07pm. CARRIED.

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**Chair**

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**Secretary**