



Procurement Authority – Benefit Plan Carrier for the Provision of Employee and Pensioner Benefits

TTC Board Decision

The TTC Board, at its meeting on November 22, 2023, adopted the following:

It is recommended that the TTC Board:

1. Authorize the award of a contract for the administration of the TTC's health and dental benefits and health and wellness programs (Category A and Category E) to Green Shield Canada on the basis that the initial contract term is for a five-year period commencing January 1, 2024 and ending December 31, 2028, with an upset limit of \$18.50 million (inclusive of applicable taxes) for administration fees, premiums and stop loss pooling charges over the initial five-year contract term.
2. Authorize the award of a contract for the provision of Long Term Disability, Group Life Insurance, Line of Duty Death as well as Accidental Death and Dismemberment benefits (Category B and Category C) to Manufacturers Life Insurance Company, whereby the final agreement will be subject to terms and conditions acceptable to the TTC General Counsel, on the basis that:
 - a. The initial contract term is for a five-year period commencing January 1, 2024, and ending December 31, 2028, with an upset limit of \$40.36 million (inclusive of applicable taxes and exclusive of employee contributions) for administration fees, premiums, and stop loss pooling charges over the initial five-year contract term;
 - b. City Council has granted authority to the City of Toronto's Controller to enter into an agreement with Manufacturers Life Insurance Company subsequent to the conclusion of negotiations; and
 - c. Toronto Police Service's Chief of Police has authority to enter into an agreement with Manufacturers Life Insurance Company subsequent to the conclusion of negotiations.
3. Authorize the award of a contract for the provision of employee family assistance programs (Category D) to TELUS Health Virtual Care Inc. on the basis that the initial contract term is for a five-year period commencing January 1, 2024, and ending December 31, 2028, with an upset limit of \$7.79 million (inclusive of applicable taxes) for employee family assistance programs and related services over the initial five-year contract term.

4. Delegate authority to the CEO to exercise contract extension options, which allow up to a maximum of two additional one-year terms beyond the expiration of the initial five-year term for each contract, from January 1, 2029, to December 31, 2030, with estimated increases in contract upset limits as follows, if exercised:
 - a. Green Shield Canada contract upset limit increase of \$10.08 million (including applicable taxes) for administration fees, premiums, and stop loss pooling charges;
 - b. Manufacturers Life Insurance Company contract upset limit increase of \$23.26 million (including applicable taxes and exclusive of employee contributions) for administration fees, premiums and stop loss pooling charges; and
 - c. TELUS Health Virtual Care Inc. contract upset limit increase of \$3.48 million (including applicable taxes) for employee family assistance programs and related services.
5. Approve the recommendations in the Confidential Attachment and authorize that the Confidential Attachment remain confidential until such time contracts are established to provide all services commencing in 2024.