The Pen

Pensioned Employees' Newsletter

www.bcgrea.com Spring 2015

BC Seniors Advocate **for seniors in residential care**

Premature placement, overuse of drugs, lack of rehabilitative therapy

Seniors Advocate Isobel Mackenzie released a report April 7: *Placement, Drugs and Therapy... We Can Do Better*.

The report documents findings from the Advocate's review of health assessment records from B.C.'s 25,000 seniors in residential care and 29,000 seniors receiving home care.

These assessment records, called the Resident Assessment Instrument (RAI), have never before been gathered, analyzed and reported on at the provincial level.

Isobel Mackenzie

The Advocate was also able to compare records for residential care with two other provinces, Alberta and Ontario.

"In my first high-level review of these data I have found three systemic issues that are of immediate concern," said Mackenzie.

Firstly, assessments indicate that up to 15 per cent of B.C. seniors who are living in residential care may be incorrectly housed, with assisted living or community care being more appropriate options.

"This is troubling on a couple of fronts," said Mackenzie, who worked in home care for 20 years.

"Most seniors would prefer

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BELIEVE IT OR NOT

. . . Nine out of ten living things in our world live in the oceans.

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For more information on our programs, please visit us at www.BCGREA.com

The opinions expressed in The Pen are those of the contributors and not necessarily those of the BCGREA.

Lapel pins Available for $3 each

The association, to mark its 60th anniversary, had lapel pins made.

These handsome pins may be obtained from branch executives at a cost of $3 each.

Branch Executives may obtain pins from Provincial Membership Secretary Nancy Stewart stewa85@telus.net.

Seniors Advocate

(Continued from page 1)

to live independently than in residential care and so we want to ensure all supports and alternative living arrangements are exhausted before we move someone to residential care."

In addition, the Advocate points to the scarcity of residential care beds, which is particularly acute in some parts of the province.

"If we are filling even five per cent of these scarce beds with folks who could live independently, that is 1,500 beds that could open up province-wide," Mackenzie said.

The second issue that the data highlights is the overuse of medication, particularly antipsychotics.

Thirty-three per cent of residential care clients are being prescribed antipsychotic medication, yet only four per cent have a diagnosis of a psychiatric disorder.

About 47 per cent of residential care clients are

(Continued on page 11)

DID YOU KNOW

. . . that for each $100 invested privately a management fee of between $1.50 and $2.00 is paid, but that for each $100 invested on our behalf by bcIMC a management fee of $ .23 is paid?

BCGREA President's Report

Investments fund our pensions

By Sarjit Manhas

Since the AGM last year, I attended a Finance Meeting and a Table Officers meeting in mid-January in Nanaimo.

The Finance Committee has a difficult time presenting Consolidated Statements if branches are unable to get their statements in to the Treasurer in a timely manner.

Once again, if your branch needs help with preparing these, ask our Chair of Finance and Treasurer for help.

Branch dissolved

Again, we had another branch dissolve.

At their first general meeting in early January, the North Okanagan Branch voted to dissolve.

That leaves the Association with 22 branches.

The underlying reason for the decision is that the same individuals have

President Sarjit Manhas

been carrying on as executive; members are not volunteering to fill key positions – i.e. Chair, Secretary and/or Treasurer – and thereby leaving a void in the branch.

I want to acknowledge and thank John Price for his service as Chair over the years and to thank the former Executive as well for their time and hard work.

A quick reference is in order for the recruitment and retention initiative undertaken by Branches 600 and 1200.

All tasks are complete; brochures, banners and posters.

Those branches that asked for posters and brochures, received them at the Directors' Meeting on March 18.

The upright banner and table banners were on display and if branches wish to purchase them the provincial office will contribute $200 for each separate order and the branch would pay the balance.

Pension brochures

Our Trustee, Lawrence Johnson, is the custodian of the large order of brochures for the Pension Corporation.

These are three-fold with an application inserted.

Although we were able to book accommodations at the Coast Tsawwassen Inn for our Directors' meeting, with renovations underway on the ground floor of the Inn, arrangements were made by the CTI to hold our meeting in the The Chapel at the South Delta Baptist Church.

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President's report

(Continued from page 4)

Our guest speakers were from the bcInvestment Management Corporation. Robert Field, Manager of Client Services, spoke about the size of the public sector pension fund and the importance of investment returns.

Don't ever let anyone tell you that another entity or taxpayers pay our pensions!

It's the investment of our contributions and those of the employers' contributions by bcIMC that creates long term value.
Since December 2004 through September 2014, bcIMCs long term market value has climbed from $13.8B to $24.4Billion.

This includes the "big dip" which resulted in the global financial crisis in 2008.

The key to investment returns is the amount of contributions resulting in investment returns.

In other words, the longer the member is in the plan, the higher percentage of pension benefit comes from those returns.

Like anything else, returns vary from year to year.

Did you know that bcIMC is the 5th largest investment planning company in Canada?

Because of its large asset base, and not for profit status, bcIMC has excellent competitive fees – 23 cents per $100.

Other companies charge, on average, $1.50-$2.00

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President's report

(Continued from page 5)

per $100.

I would encourage you to go to their website at http://www.bcimc.com to learn much more about the Corporation.

Where is the $24.4Billion placed? Looking at a pie, the largest portion is 45 per cent in public equity; real estate is 18 per cent; bonds are 14 per cent; infrastructure and renewal resources are eight per cent; private placements are seven per cent; mortgages are six per cent and short term investments are two per cent.

Lilly Palmieri joined bcIMC several years ago and is the Senior Client Service Consultant who keeps in close touch with the Pension Board of Trustees.

Please respect handicapped parking signs

Lisa Hansen and Mark Costales

She spoke about the Corporation's responsible investing approach; pre-investment analysis procedures, the Corporation's position as an advocate for pension plans and their collaborative partners….specifically partners that can affect change!

By the way, approximately 21,000 items were voted on by proxy voting in 2014 by North American companies and 38 companies in 38 countries.

Johnson, Inc. was represented by Lisa Hansen and Mark Costales.

We also met the new Vice President (Western Region), Jeff Bennett.

Good news.

BCGREA members in good standing can join the BCGREA Retiree Benefit Plan at any time and do not have to provide evidence of insurability to join.

Members of BCGREA who want to terminate their spousal Pacific Blue Cross coverage to join the Johnson plan would just complete an application at the following link

http://static.johnson.ca/static/johnson_ca/pdf/mpra/OpenEnrolApp.pdf?Grp=0&GId=M6&bid=JI&Channel=G and indicate the

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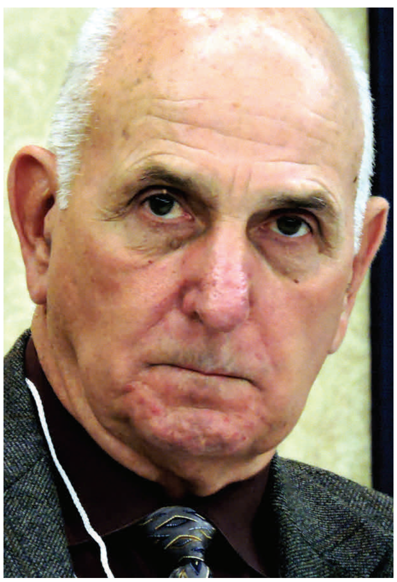
President's Report

(Continued from page 6)
date of termination of the spousal PBC coverage.

There is no need to fill out an Evidence of Insurability form as a member would just be transferring over their coverage from one group plan to another.

The only time a member would be required to provide evidence of insurability is if they did



Ken Pendergast

not have Extended Health coverage under a group plan.

Johnson Inc. is currently revamping information on our website to reflect changes and you can bring yourself up to speed at www.johnson.ca.bcgrea.

Resolutions

Two Resolutions were brought forward by the First Vice President, Ken Pendergast.

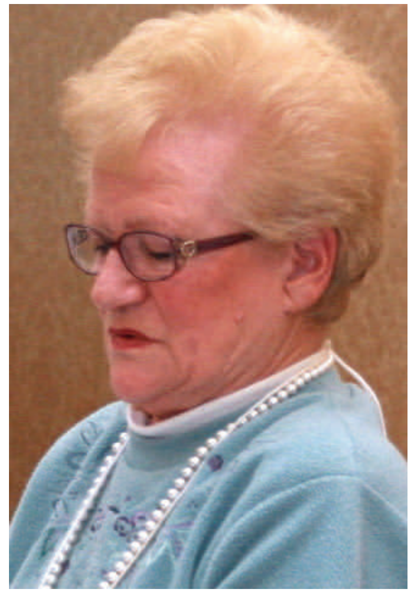
The first was an amendment to the Policy and Procedures which govern the awarding of Honorary Memberships.

These are brought forward by Branches for deliberation at the AGM and last year it was determined that the criteria for this award needed to be reviewed.

Motion was passed to take the resolution to the AGM.

The second Resolution was submitted by Branch 600 and specifically concerns the Shingles Vaccine being paid for by Extended Health (Pacific Blue Cross) for recipients of the public sector pension plan.

Although the Resolutions



Jean Sickman

and By-Law Committee had reviewed the resolution, the Motion was passed that it be circulated to all branches for comments.

Branches must forward these comments to Provincial Secretary by August 30, 2015.
A Motion was also passed that Jean Sickman, Chair of Vancouver Branch attend the upcoming National Pensioners Federation meetings on October 1 and 2.

Jean will submit a report after attendance and travel expenses will be reimbursed according to BCGREA policy.

Pharmacare

Members wishing information on Fair Pharmacare may do so at www.health.gov.bc.ca/pharme

From the CEO/CIO

By Gordon J. Fyfe

Wanting the companies bcIMC invests in to align executive compensation with performance that enhances long-term value is a priority.

We believe that this alignment ultimately translates into better returns for our clients, allowing us to fulfil our mandate of growing and protecting the value of their funds.

It is up to the company's board of directors to align the interests of management and directors with those of investors through executive compensation packages that are directly linked to the company's long-term performance.

As executive compensation is one of the more complex topics that a board will encounter, bcIMC looks for a compensation committee that is

Gordon J. Fyfe

independent of management, with experienced members who are knowledgeable and understand the link between pay and performance.

This committee must set the overall philosophy and approve components of executive compensation packages, which should be appropriately structured to motivate, recruit, and retain executives who are capable of growing shareholder value.

bcIMC believes using independent expertise and advice reflects good corporate governance practices.

Recognizing the connection to long-term value, bcIMC – on behalf of our clients – has long focused on executive compensation.

In the aftermath of the global financial crisis, broader industry interest intensified on the topic of say on pay under the belief that misaligned executive compensation schemes were a primary contributor to a number of the perverse incentives that had been created.

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APPLICATION FOR MEMBERSHIP IN THE BC GOVERNMENT RETIRED EMPLOYEES' ASSOCIATION

I Am: My Spouse is:

BRANCH______________________________

☐ Applying as an Active Member (Those who receive a pension under the Public Service Pension Plan, or their spouse)

☐ Applying as an Associate Member (Government Pension annuitant, OTHER THAN the Public Service Pension Plan)

Spouse is one who resides with an Active or Associate member or one who is in receipt of a deceased member's pension.

General Information – Please Print Clearly

First Name – Member	Initial(s)	Last Name

First Name – Spouse (if applying)	Initial(s)	Last Name

Address –Apt/Street	City/Province & Country if not Canada	Postal Code

Area Code & Telephone #	Fax Number	E-mail Address

Former Branch, Ministry or Government Employer – Active	Former Government Employer - Associate

☐ Please deduct my (and my spouse's if applicable) annual dues from my Public Service pension payment each February. (Available to Active Members only) SIN must be provided to take advantage of this provision (see below). Applications received prior to October 31 require dues payment for the current year.

☐ I have enclosed a cheque or money order payable to BCGREA for $20.00 or $40.00 for Member and Spouse for the current calendar year's membership.

By signing this application I agree to abide by the Constitution and Bylaws of the Association and consent to the sharing of my personal information between the BCGREA and the Public Service Pension Plan. I agree to the Association using this information internally for administrative purposes.

______________________________ Applicant's Signature

Date signed______________________________

______________________________ Spouses signature (if applicable)

Date signed______________________________

Optional Information – This information is required to maintain contact with you and with the Pension Corporation. If provided it will be used for administrative purposes only and will not be shared with outsiders.

Social Insurance Number – Member	Social Insurance Number - Spouse

(Branch Mailing Addresses are on the website – www.bcgrea.com) OR Call 1-866-729-9299

Member Services

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Corporate ID 00067265
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Corporate ID 50363
Reservations 1-800-831-3640
Includes: Ramada, Days Inn, Howard Johnson, Travelodge, Wingate. (Wingate by Wyndham purchased Cendant Hotels)

Its important that you have your up-to-date membership card available when you check -in.

PRESTIGE INN –
No ID number.
An up-to-date membership card is needed when checking in.

Members must make advance reservations prior to check-in by calling the direct line of each hotel/motel in which they want to stay.

Locations and telephone numbers are as follows – all have the 250 prefix.

Kelowna	860-7900
Vernon	598-5991
Golden	344-7990
Nelson	352-7222
Cranbrook	417-0444
Radium Hot Springs	347-2300
Salmon Arm	833-5800
Rossland	362-7375

Conditions: The discount rate may not be available if hotel/ motel expects to be 80 per cent full, especially during peak season, long weekends and conventions.

Remember, some hotels/motels may not take part in providing discounts.

Don't forget to ask for a senior's rate since it may be less.

COLLETTE VACATIONS

Promo code:
ZLOO-AX1-918

1-877-897-8687

From the CEO/CIO

(Continued from page 8)

Say-on- pay advisory votes – increasingly common today – enable shareholders to communicate directly with board directors on the topic.

Many of bcIMC's clients – pension plans and others – have long-term financial obligations.

As their investment manager, it is our responsibility to ensure that we invest their funds in well governed and managed companies.

Returns are important: $75 of every $100 a pension plan member receives in retirement benefits, on average, is funded by our investment activities.

bcIMC has worked for over a decade to advance the principle of clear, transparent, and reasonable executive compensation that encourages and rewards long-term value creation.

We believe our efforts have improved executive compensation practices, especially in Canada. This has been and will continue to be a priority for bcIMC. — *Gordon Fyfe is the chief executive officer and chief investment office of the BC Investment Management Company*

With a global portfolio of more than $114.0 billion, bcIMC is one of Canada's largest institutional investors within the capital markets. It invests on behalf of public sector clients in British Columbia. Its activities help finance the retirement benefits of more than 522,000 plan members, as well as the insurance and benefit funds that cover over 2.2 million workers in British Columbia.

(Reprinted with the kind permission of bcIMC)

Seniors Advocate

(Continued from page 3)

being prescribed antidepressant medications, while only 24 per cent of these clients have actually been assessed as having depression.

"This is a sizeable gap between diagnosis and prescription," said Mackenzie.

"We should be asking serious questions, given the side-effects of these drugs, as to whether they are the most appropriate for the seniors in question."

The third issue is the significant lack of rehabilitative therapies in B.C.'s residential care facilities compared to Alberta and Ontario.

"Getting seniors moving properly and keeping them moving is absolutely key to maintaining function and independence.

"The downward spiral can begin very quickly if a frail senior is immobilized in bed for a week or more and having trained staff to work with them in recovery and building back strength is fundamental," said Mackenzie.

"For this reason I was really very disappointed to see how far B.C. lags in this area."

The number of seniors who received physiotherapy, for example, was 12 per cent in B.C. as compared to 25 per cent in Alberta and 58 per cent in Ontario.

"Equally important is on-going recreational therapy that ensures seniors in residential care are engaged in activities and experience meaningful social engagement," said Mackenzie, who noted that only 22 per cent of seniors received any recreational therapy in the last seven days, when they were assessed, compared to 42 per cent in Alberta.

The Office of the Seniors Advocate will be addressing these, and other emerging systemic issues that affect seniors in several upcoming reports.

The Advocate's review of seniors' housing in the province will be released in late spring.

A systemic review of home and community care is underway.

The Office is also currently planning the first independent survey of residential care clients in the province, the results of which will help inform an in-depth review of residential care in British Columbia.

Learn more: *View the Placement, Drugs and Therapy* report at www.seniorsadvocatebc.ca

A MESSAGE TO MEMBERS

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Members wishing to change from receiving a copy of THE PEN through Canada Post to receiving our website version, are asked to use the following procedure:

- ask your Membership Chair (or Branch member responsible for maintaining membership records) to send an e-mail to Bill Myers bcgreapen@gmail.com with a cc to Central Office bcgrea@telus.net with the following information:
- Branch name and number in the subject line
- Your first and last name
- Your e-mail address
- E-mail notification of THE PEN available electronically—yes or no

As well, if you have not taken the opportunity to view our website version of THE PEN, you might like to have a look at it there www.bcgrea.com.

My thanks for following above procedure,

— Carrie Mulcahy

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