

CAEAS-ECAB REPORT TO MEMBERS MAY 2026

CAEAS-ECAB has greater than 9000 members for the current year. We represent all non-union employees of provincially funded school boards as well as some related employers such as school authorities, transportation consortia, and professional organizations. Our members provide the backbone of services, often unrecognized, which are vital to the smooth and efficient functioning of these workplaces so that the teaching and learning that happens in our classrooms can be carried out without disruption.

Plan Monitoring

The focus this year has been on financial monitoring of your ONE-T benefits plan. Last September, for the first time since plan inception, the ONE-T benefits plan experienced some reductions in benefits levels. This was a direct result of increases in claims costs sharply outpacing funding improvements which have been held to minimal levels. CAEAS-ECAB has retained our own actuary to assist us with detailed monitoring and critical analysis.

The levels of benefits provided are limited to the amount of funding received (defined contribution plan). In the first years of the plan, expenditures were less than funding. This meant that plan benefits were gradually improved. Even with the reductions implemented in September, overall benefits levels are still higher than at plan inception. Actuarial projections last year showed the Claims Fluctuation Reserve was being rapidly reduced which would leave the plan in a deficit position in upcoming years. The changes have slowed the rate of decline in reserves. However, expenditures still exceed revenues and the reserves will eventually be depleted without either improvements to funding or further benefits reductions. The projected reserve levels are still above the minimum required for the three year projection period. Within that three-year period is another funding negotiation. At present, years beyond 2027 are projected with zero funding increases as per actuarial practice. Replacing those zero increases with funding improvements would improve the outlook. CAEAS-ECAB will continue to advocate for improved funding for the next cycle. We have held a series of meetings with the Crown regarding this and will continue to do so.

Mental health supports are showing a high usage rate and prior plan improvements in this area are proving to be a needed benefit for members. Drug costs continue to rise. Of note, the addition of anti-obesity treatments has proven to be very costly. The expected offsetting

revenues that ONE-T forecast to pay for this improvement did not occur. This is an area that will be monitored very closely as it presents a significant risk to ongoing plan health.

We continue to meet with ONE-T on an ongoing basis to advocate for your benefits. While they have a fiduciary duty to keep the plan in financial health, at CAEAS-ECAB our position is that the three-year projection still lands us in a place where benefits levels can be maintained this year with the caveats about the future as noted above.

CAEAS-ECAB has petitioned ONE-T for improved financial disclosure of plan results to you the beneficiaries of the Trust. We are requesting that financial statements and the three-year actuarial projection be disclosed on their website for member access. We have also asked that Trustee compensation be disclosed. In December we were told that this would happen. It has not yet occurred as of the writing of this report. The latest timeline provided by ONE-T is May or June of this year.

At CAEAS-ECAB we are here to assist you if you are experiencing difficulties with your ONE-T benefits. Members have reached out often resulting in positive outcomes although not in every instance. On occasion a better explanation for an outcome to a claim is all that is sought. Please email me at info@caeas-ecab.ca if you need assistance or have questions.

Spring is here and that means another school year is almost in the books. Remember to continue to watch for communications from us or from ONE-T regarding your benefits. On behalf of the CAEAS-ECAB board I wish everyone a very safe and enjoyable spring and summer and hope that you all have the opportunity for time with family and friends.

Paul Antaya
Executive Director