

February 6, 2020

Updated HBT Trust Agreement (Amendment No. 4)

The Healthcare Benefit Trust (HBT) is governed by a Trust Agreement between the HBT Trustees and HEABC. Your organization received a copy of the Trust Agreement when it joined HBT. At that time your organization also agreed to be bound by the terms of the Trust Agreement, as it was amended from time to time.

The Trust Agreement has recently been amended (Amendment No. 4). The current consolidation of the Trust Agreement dated October 10, 2019 which incorporates the latest amendments, along with Amendment No. 4, can be found at https://www.hbt.ca/about_HBT/reports_statistics/Pages/Reports.aspx. Amendment No. 4 addressed the following:

1. The definition of "Participating Employee" has been expanded to include employees who have retired from a Participating Employer.
2. A separate Participation Agreement (Schedule 4) has been added for organizations that joined HBT as Permitted Employers after 2016.
3. A new paragraph 3.06, "Distribution of Trust Income", has been added to confirm the Trustees' intention to always distribute all of the Trust's income to its beneficiaries so that the Trust does not have any taxable income. This is a tax compliance amendment.
4. A new paragraph 10.01(c), "Termination", has been added which allows the Trustees to terminate the participation of any employer that joined HBT after 2016. Unless your organization joined HBT after 2016, this amendment has no impact on your organization.

Please forward this communication to all departments within your organization that may require and rely on this information.

If you have any questions, please contact:

Mick Maguire, Chief Financial Officer, HBT
Phone: 604.678.8102
Email address: mick.maguire@hbt.ca