

Date: May 27, 2011

To: Affiliated Care Providers, Denominational Care Providers, Proprietary Care Providers

Copies to: Members of the Board of Directors, Health Employers Association of BC
Members of the Board of Trustees, Healthcare Benefit Trust

Re: New Trustee Sought for Healthcare Benefit Trust

The Health Employers Association of BC (HEABC) and the Healthcare Benefit Trust (HBT) are seeking expressions of interest from qualified individuals from the health care affiliate sector to serve as a member of the Healthcare Benefit Trust Board of Trustees.

The Board of Trustees requires members who have the ability and willingness to govern, who are prepared to put in the level of time and effort required, and who are committed to the purpose and principles of the Healthcare Benefit Trust.

Candidates must have previous board experience in addition to strategic organizational leadership experience and must also be able to commit a minimum of 12 days per year to board and committee responsibilities. Trustees are expected to maintain an excellent attendance record at scheduled board and committee meetings, attend occasional special meetings and be adequately prepared for all meetings. Candidates must bring the following to the table:

- An understanding of the principles of governance;
- Financial literacy;
- Human resource or disability management expertise; and
- Knowledge of the health care affiliate field.

To explore this opportunity further, please forward your resume and introductory letter by 4:00 p.m. on Wednesday, June 15, 2011 to:

Michael Costello
Chair, Governance and Stakeholder Relations Committee
Board of Trustees
Healthcare Benefit Trust
1200 - 1333 West Broadway
Vancouver, BC V6H 4C1
c/o Cathy Fraser

You can also email Cathy Fraser at: cathy.fraser@hbt.ca



About HBT

HBT is a health and welfare trust that administers employee benefits on behalf of participating employers. It is a not-for-profit organization that provides group health and welfare benefits to eligible health care employees. HBT is funded with contributions paid by participating member employers.

The Trust was established in 1979 by the Health Labour Relations Association (HLRA), now part of HEABC, as the most economical way of providing certain collective agreement health and welfare benefits for the employees of its members. The legal basis for the Trust is an Agreement and Declaration of Trust. The original Trust Agreement was made between HLRA and the Trustees of the HLRA Health and Benefit Trust effective January 1, 1979. A new Trust Agreement was made between HEABC and the Trustees when the Trust was reconstituted on December 1, 1993.

The Agreement provides for the appointment of Trustees by the HEABC Board. The Trustees are authorized, empowered and directed by the Trust Agreement to establish the Trust, consistent with the Trust Agreement and subject to the prior approval in writing of the HEABC Board.

The object of the Trust is to hold and administer the Trust Fund for the purpose of providing group health and welfare benefits for eligible employees, their eligible dependents and eligible beneficiaries. The primary benefits are: group life (including advance payment program), accidental death and dismemberment, long-term disability, extended health and dental. The Trust also offers optional life, optional accidental death and dismemberment, dependent life, weekly indemnity and business travel accident benefits. Participating employers must sign an agreement with the Trust before their employees are eligible for the health and welfare benefit plan.

The Trust's specific objectives are to:

- Ensure the benefit plans are fairly, effectively and equitably administered;
- Reduce the incidence of claims;
- Maintain the financial integrity of the fund and optimize the investment portfolio;
- Provide proactive rehabilitation consulting that helps employees with disabilities return to productive and meaningful work.

Currently more than 500 health care organizations throughout BC and the Yukon participate in the Trust. They include acute care, community care, social services and specialty health care organizations. They range in size from one employee to more than 20,000 employees.

Around 85,000 employees participate in the Trust. The majority of these employees are members of one of 20 unions. Each union has group health and welfare benefits provided in accordance with their respective collective agreements. In addition, a growing number of management and excluded staff are covered by the Trust.