



BENEFITS OF FILM

EMPLOYEE LIFE AND HEALTH TRUST

IATSE LOCAL 891

ANNUAL REPORT

2023

# OUR MISSION

To promote health equity and well-being.

Over the past three decades, our comprehensive health benefits and unwavering commitment to supporting each member have transformed us from a small trust of 1,000 members into a thriving community of over 10,000.

Historically and today, we have stood by your side through various challenges, from economic downturns to pandemic lockdowns and strikes.

As we move into 2024, we remain financially strong and dedicated to supporting you through life's ups and downs. We're creating a community that's not just healthier but also stronger.

Your well-being, as always remains at the core of our mission.



# IN RETROSPECT

Navigating turbulent times.

Although the storm of strikes and the pandemic has passed, the aftermath remains challenging.

We see you, we hear you, and we understand the financial and emotional crises facing the industry. That's why we're tirelessly working to shape a trust that serves your current and future needs.

This year, we've met several times to review our plan, ensuring it works well even when working hours are less than ideal.

We've kept our coverage flexible, offering self-pay options to ensure full coverage during reduced hours, while maintaining the plan's health.

The industry is healing, and we want to be one of the reasons you, get to be back on your feet faster.

# IMPACT

Our year in numbers.

**9,699** members covered under the **Active Plan.**

**6,296**

members covered under the Active Plan with **hour bank hours.**

**583** retired and semi-retired members enjoy benefits of the **60+ plan.**

**2023**

**2,820**

members covered under the **core coverage plan.**

**437**

members receive top-up credits in their hour bank owing to disability.

# OUR PILLARS

A strong support system that makes one robust plan.

**AGA:**

Administers all aspects of the plan for the trustees.

**Canada Life:**

Adjudicates life insurance, dental, and health coverage.

**Homewood Health:**

Managed return to work for disability cases. All LTD/STD claims are now managed by **Canada Life**.

**FSEAP:**

Offers counselling and support services.

**Allstate:**

Provides critical illness coverage and financial protection.

**AIG Insurance:**

Covers accidental death and dismemberment.

**The Union Office:**

Addresses member questions confidentially and effectively.

# HELPLINE

A strong support system that makes one robust plan.

## AGA



[benefitsoffilm@aga.ca](mailto:benefitsoffilm@aga.ca)



1-800-218-7018

## CANADA LIFE



[www.mycanadalifeatwork.com](http://www.mycanadalifeatwork.com)



1-855-729-1839

## FSEAP



[www.fseap.bc.ca](http://www.fseap.bc.ca)  
Password: 2bwell



1-800-667-0993

## IATSE LOCAL 891



[benefitsoffilm@iatse.com](mailto:benefitsoffilm@iatse.com)



604-664-8914

## TELADOC



[www.teladoc.ca](http://www.teladoc.ca)



1-877-419-BEST (2378)



# OVERVIEW: 2023

The year in a timeline.



**MAY 1, 2023**

SELP-PAY MAXIMUM PERIOD RESET



**MAY 25, 2023**

NEW INVESTMENT MANAGER CHOSEN



**AUG 1, 2023**

(Ended Sept 30, 2023)

DECREASED SELF-PAY COST (50%)



**OCT 1, 2023**

(Ended Mar 31, 2024)

REDUCED HOUR BANK COST FOR ALL MEMBERS



**OCT 1, 2023**

ADDED COVERAGE FOR TENS MACHINE PAD REPLACEMENT



# CHANGE: 2023

We changed to serve you better.

## **New Investment Manager Chosen**

Worked with the investment advisor to interview and select an additional investment manager to diversify investments and promote environmental, social, and governance (ESG) initiatives

## **Enhanced Coverage**

Added coverage for all replacement supplies for TENS machines

## **Self-Pay Maximum Period Reset**

Helped members who were close to reaching their 12-month self-pay limit by giving them more time if they couldn't find available work

## **Reduced Self-Pay Cost (50%)**

Lowered the self-pay rate by 50% to make it more affordable for members to access the plan

## **Reduced Hour Bank Draw for Coverage (140 to 70 hours)**

Reduced the number of hours needed for coverage, allowing members to stay covered longer without having to self-pay



# FINANCE:2023

Transparency promised, transparency delivered.

\*All values in millions

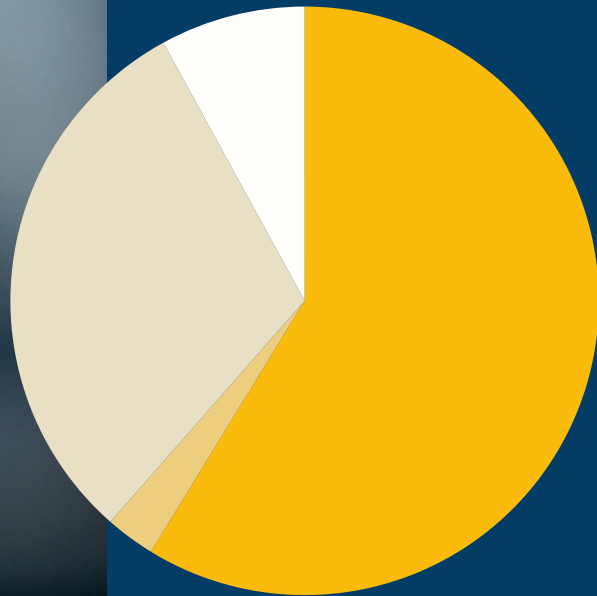


Click the icon for the Auditor's Summarized Financial Statements



INVESTMENT STABILIZATION FUND  
8%

PROVISION FOR PLAN BENEFIT OBLIGATION  
30.6%



MEMBERS' BENEFITS  
58.7%

ADMINISTRATIVE EXPENSES  
2.7%

## ALLOCATION OF COSTS

# VISION 2023

Inclusive, empowering, and universal wellness.

**Resilience and Adaptability:**

Continuously adapt our services to meet the evolving needs of the film industry.

**Mental Health Support:** Prioritize mental health initiatives, offering counselling, resources, and support networks to help members navigate the emotional toll of industry uncertainties.


**Financial Stability:** Provide financial assistance programs to help members manage healthcare costs during periods of reduced work and industry disruptions.

**Community Building:** Foster a sense of community and solidarity among members, encouraging collaboration and mutual support to build a stronger, more connected industry.



# PLEDGE 2023

Fuelling creativity through health & well-being.



We, the trustees of Benefits of Film, pledge to promote the well-being of our members and their families, ensuring they receive the best possible health benefits and resources.

Our goal is to create a lasting legacy of health, support, and empowerment, enabling every individual in the film industry to lead a healthy and fulfilling life, now and for generations to come.

Tom Adair, Chair  
Tom Kaczmarek  
Dusty Kelly  
Crystal Braunwarth  
Kristina Kearley  
Mark Aviss  
Jeffery Seeger