

*Request for Decision United Townships of Head, Clara & Maria Council*

Type of Decision									
Meeting Date	Friday, September 11, 2015				Report Date	Tuesday, September 8, 2015			
Decision Required	X	Yes		No	Priority	X	High		Low
Direction	X	Information Only			Type of Meeting	X	Open		Closed

## Extend Employee Benefits - Report #11/09/15/1202

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**Subject:**

Council direction concerning extending employee benefits past age 65.

**RECOMMENDATION:**

That Council provide direction to staff.

**WHEREAS** the current municipal policy agreement for employee benefits automatically stop benefits at age 65;

**AND WHEREAS** employment policies which discriminate based on age are being challenged under the *Ontario Human Rights Code* and not standing up in court;

**AND WHEREAS** the municipal employee benefit provider has advised that with Council direction and approval benefits might be extended beyond age 65 to 70 at the same costs;

**THEREFORE BE IT RESOLVED THAT** the Council of the United Townships of Head, Clara & Maria does hereby authorize staff to amend current policy and enter into an agreement with Manulife to extend employee health benefits past age 65 to age 70 or retirement whichever is earliest.

**Financial Considerations/Budget Impact:**

No cost increases, simply an extension of the time that benefits are available to eligible employees.

**Others Consulted:**

Noella LeBreton, Francine Sabourin - Cowan Insurance.

Approved and Recommended by the Clerk	
Melinda Reith, Municipal Clerk	<i>Melinda Reith</i>