



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.

A photograph of two men on a beach at sunset. One man is holding up a surfboard, and the other is standing next to him. The sun is low on the horizon, creating a warm glow over the water and sand.

AGA:

Administers all aspects of the plan for the trustees.

Canada Life:

Pays 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.



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 DRAW FOR
COVERAGE



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)

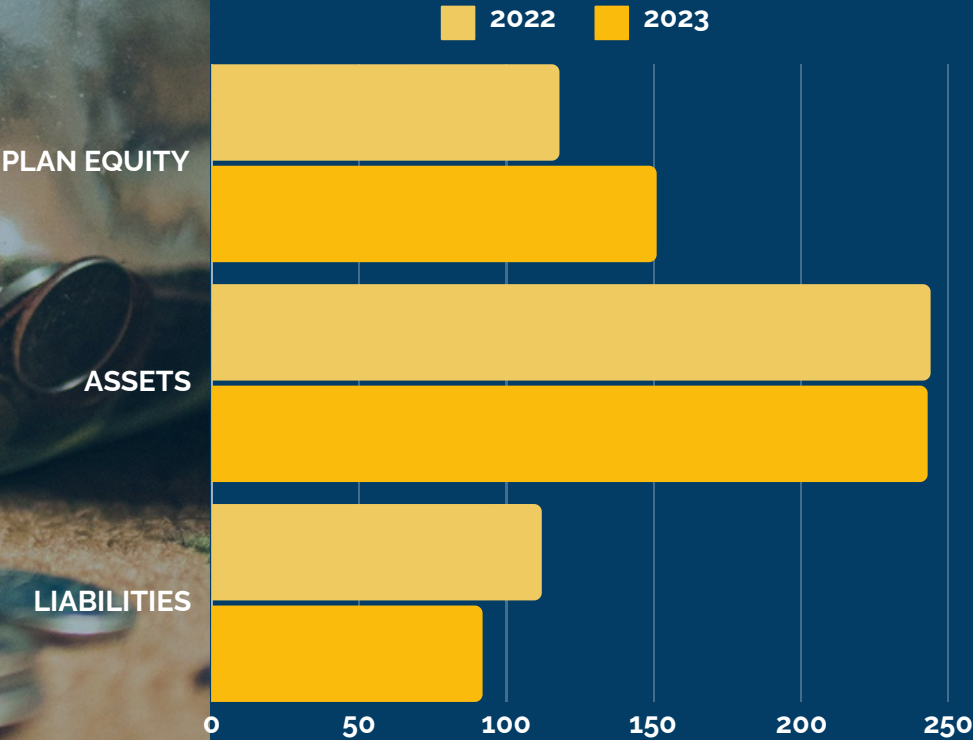
Reduced the number of hours needed for coverage, allowing members to stay covered longer without having to self-pay

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%

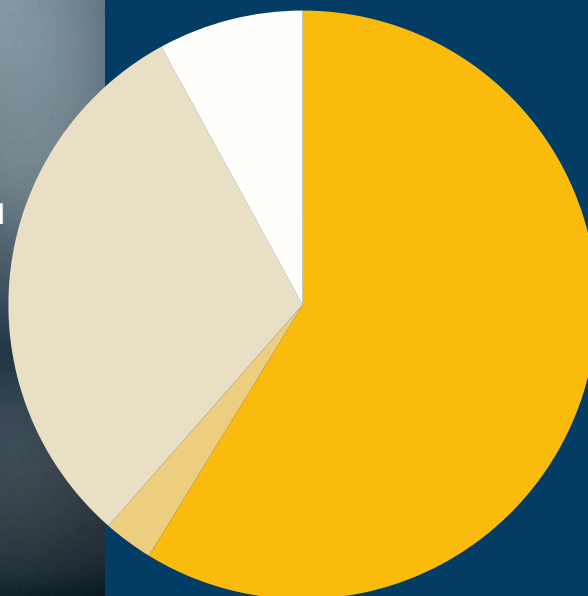
ADMINISTRATIVE EXPENSES

2.7%

MEMBERS' BENEFITS

58.7%

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 Kaczmarski
Dusty Kelly
Crystal Braunwarth
Kristina Kearley
Mark Aviss
Jeffery Seeger