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3. Individual CHR Reports ■

Along with the Release forms or cheque, each beneficiary has also been issued the latest Individual CHR Report. This report details how the compensation was calculated. It also contains an important notice informing beneficiaries that should they find any information in their report to be incorrect, they are to contact the Compensation Office immediately to have this information verified, and that they have **30 business days from receipt of the notice to contact the Compensation Office to request any changes**. This is the deadline for the Compensation Office to accept a request for reconsideration. If the Compensation Office is not notified of any discrepancies within 30 business days, the information contained in the Individual CHR Report will be deemed to have been approved by the recipient.

1. Fall 2003 Payment ■

The Trustees have approved the distribution of \$19,338,251.43 from the CHR Settlement Trust account to 1,539 beneficiaries. Two hundred and thirteen of these were first-time recipients, meaning that they will only receive their compensation payment when their Release Forms have been signed and returned to the Compensation Office.

2. Issuance of 2003 T3s for Interest Income ■

At the end of each taxation year, the Royal Trust issues T3 tax slips to all beneficiaries who have received payments from the interest income earned by the trust fund. This interest belongs to the beneficiaries and each one is entitled to his/her share of this income. As such, a portion of the payments issued to beneficiaries in 2003 came from this interest income, generating a T3 slip from the Royal Trust. This is taxable income.

The Trustees have determined that the interest income would be distributed to the beneficiaries on a percentage basis. The actuary will be presenting a 2003 interest income distribution model to the Trustees for their approval. The T3s will be mailed out before March 31, 2004.

4. Frequently Asked Questions ■

We received a number of calls with questions about the CHR Report. The most frequently asked questions were:

1. Why does the Total Underpayment amount indicated in the right-hand column not equal the Total Share of the Settlement amount in the box?

The underpayment amount indicated in the right-hand column is a dollar amount that has not yet been indexed to the value of the dollar in year 2000. The actuary calculated the underpayment on a month-by-month basis. The underpayment was then indexed on a month-by-month basis to the dollar value in 2000. The total indexed underpayment for ALL beneficiaries was over \$100 million. Clearly, the compensation was not dollar for dollar. The Settlement Agreement allows for \$40.8 million to be distributed to eligible CHRs. As a result, each CHR (beneficiary) will receive a "Total Share of the Settlement."

2. Why is my Individual CHR Report different from the one I received in 2002?

The more salary information we have on file, the more accurate our estimated compensation figure is when we inform CHRs of their payment. In updating the files for the Fall 2003 payment, many files were reviewed and revised because of additional information received by the Compensation Office. Revisions can cause an increase or a decrease in the amount of compensation a beneficiary is eligible to receive.

3. How come the GS/HS rate for 1997 in my report does not equal the 1997 rate that appears on other CHRs' reports? We are from the same area.

For the hours per week, rate per hour and GS/HS rate per hour calculations, the Compensation Office used was is called "a weighted average." Since only one figure can be used for the period in question, an average is used. In 1997, the GS/HS rates changed twice, once on June 22 and again on August 5. Therefore, the average rate would not be the same for a claimant who had not worked the full year (January – July) as for someone who had (January – December).

4. How come my CHR report is calculated at 37.5 hours/week when I made a claim for 40 hours/week?

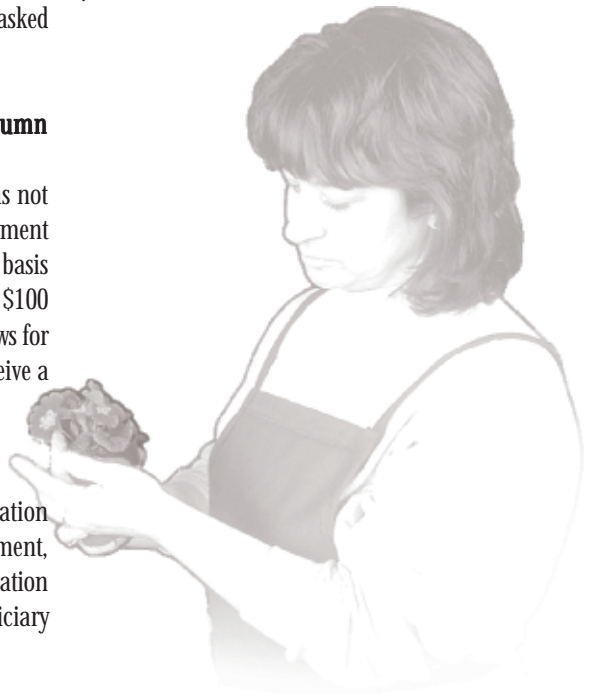
The hours per week figures used in Contribution Agreements are determined by Treasury Board guidelines, which stipulate that full-time employment is 37.5 hours per week. This figure therefore was a calculation guideline approved by the Trustees in determining compensation. This means that even if you worked 40 hours per week at \$12 per hour, the compensation calculation would be based on 37.5 hours per week at \$12 per hour.

5. How come I did not receive my Good Faith Payment (GFP)?

The date a file is validated determines whether a GFP will be made:

	<u>Date Claim Validated</u>	
Payment Distribution	<i>Prior to Dec 2001</i>	<i>by June 2002 and after</i>
GFP	yes	no

The Good Faith Payment represented a first installment towards a claimant's "total share of the settlement." Claims submitted prior to December 2001 were paid one Good Faith Payment if they were sufficiently validated. These claimants would be eligible for further payments if their file showed that the Good Faith Payment they received was less than their total share of the settlement.



6. Is there another payment? If so when?

When discussing the last payment distribution, the Trustees decided to keep some funds in the Trust account in reserve. This was to ensure that funds would be available to cover any unforeseen expense. The Compensation Office is presently working on Reconsiderations and doing recalculations of files. We anticipate that another payment will be issued in 2004, however the date of that payment has not yet been determined

7. How many payments have the Trustees approved? How much was paid out for each payment? How many have received a payment?

The Trustees have approved the following distributions from the Trust fund:

GFP December 2000	\$ 1,114,923.10	to 208 CHRs
GFP June 2001	\$ 1,629,183.03	to 380 CHRs
GFP December 2001	\$ 1,839,891.85	to 477 CHRs
2002 Payment (October)	\$ 9,507,738.10	to 1,045 CHRs
February 2003 Payment	\$ 3,095,986.18	to 485 CHRs
Fall 2003 Payment	<u>\$19,338,251.43</u>	to 1,539 CHRs
TOTAL TO DATE	\$36,525,973.69	

The Trustees anticipated that \$40,811,000 would go to the CHRs, leaving a balance of over \$4 million to be distributed in 2005.

5. Reconsiderations and Recalculations ■

When the Fall 2003 payment was distributed, beneficiaries were notified that they had 30 business days from receipt of the notice to contact the Compensation Office to request any changes. This is the deadline for the Compensation Office to accept a request for Reconsideration. If the Compensation Office is not notified of any discrepancies within 30 business days, the information will be deemed to have been approved by the CHR.

Requests for Reconsideration are **written requests** to have an ineligible period reviewed or to have amounts or hours adjusted, based on additional information being provided. To prove employment and income as a CHR, the standard of proof required is on the "balance of probability," which means the following are acceptable as proof: pay stubs, payroll records, Employment (or Unemployment) Insurance forms, pension documentation, training certificates, affidavit evidence from employers or others who will vouch for the CHR. When a file is reconsidered, the Compensation Office must also review all the claims from that community. This may result in a recalculation of other claims as well.

Recalculations are done when the Compensation Office finds that the proper periods or pay rates were not used to calculate compensation. The file is updated accordingly.

*"How come I did
not receive my Good
Faith Payment
(GFP)?"*



6. Who's Who ■

□ **CHR Settlement Trustees:**

Margaret Horn
Kathleen Mahoney
Rachel Ermineskin
Phil Fontaine
Scott Hamilton, Royal Trust Corporation Representative

□ **The Royal Trust Corporation's Role:**

Fiduciary: To share legal liability, responsibility, work, and the obligations attached to the Trust.
Custodial: The CHR Trust Settlement funds are held in a Trust account at the Royal Trust. It is separate from other assets of the Royal Trust and only the Trustees can release funds, by means of resolutions. The Royal Trust maintains detailed records of all Trust meetings and reports regularly to the Trustees.
Managerial: To take care of investments and ensure that the Trust fund earns interest at the best available rates.

□ **Actuary Firm - BDO/Vachon**

Mario Torre, Project Leader
François Vachon, Actuary
Narda Fernández-Dávila, Manager, Service Technologies

BDO/Vachon's role is to oversee data identification, collection and analysis. They analyze the data sources for accessibility, accuracy and integrity. They examine the numbers and develop the distribution model, taking into account each CHR's data such as work history, isolation factor, level of training and any other pertinent information. These factors are used in calculating and formulating the recommended compensation amount presented to the Trustees for approval.

□ **Compensation Office Staff**

Once the Fall 2003 payment was distributed, the Compensation Office reduced its staff from five Claim Agents to two. Trudy Jacobs and Wendy Mayo were available to answer inquiries until December 19, 2003. Once we returned to work in January 2004, Trudy Jacobs continued as the only remaining Claim Agent for the Compensation Office. With this reduction in staff, the Compensation Office moved out of the space it had been renting, disconnected the extra phone lines and was allocated space in NIICRO's Office. The NEW CONTACT NUMBER to reach the Compensation Office effective January 5, 2004 is:

Toll free phone: 1-800-632-0892

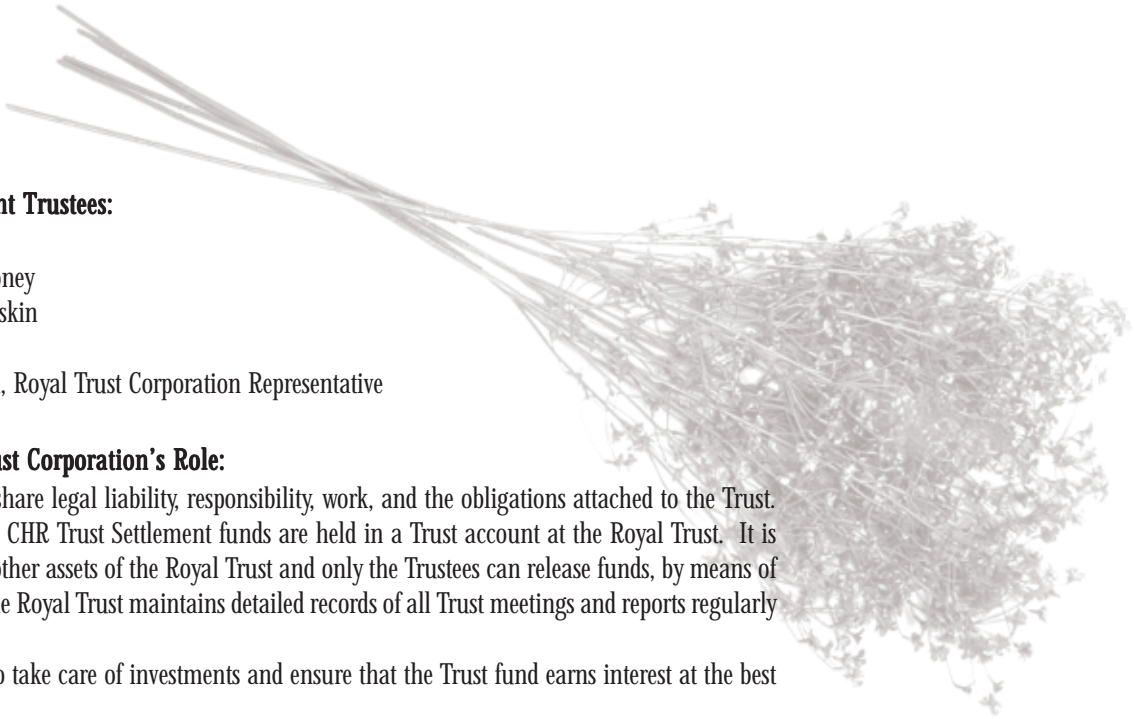
Toll free fax: 1-866-281-2014

Debbie Dedam-Montour, Trust Administration Officer Ext 24

Trudy Jacobs, Claim Agent Ext 23

Linda Lazare, Clerk Ext 22

***The goal for all is an
expedient and equitable distribution
of the CHR Trust Settlement funds
to eligible claimants.***



7. Claims Not Yet Validated ■

In the Fall 2003 payment distribution, every effort was made to validate ALL claims received. However, it was not possible to complete this process by the time the database went to the actuary. At the beginning of November 2003, there were still eight files missing band letters to confirm employment as a CHR, one had conflicting salary information, and two had neither salary information nor a band letter to support the claimant's claim as a CHR. These claims are being worked on.



8. New Applications ■

The deadline to submit an application for compensation from the CHR Settlement Trust Fund was June 30, 2003. The Compensation Office has received nine new applications since then. We are gathering information and processing the files to validate these claims in the event that the Trustees agree to accept them. These claimants have been informed that this decision is at the Trustees' sole discretion.

If you know of a CHR who did not submit a claim but would like to, please have him/her contact Trudy Jacobs at 1-800-632-0892, extension 23.

9. When Is a Claim Not Valid? ■

The Compensation Office has received applications for compensation that are considered "not valid." A claim is not valid if:

- The applicant is requesting compensation for a period prior to September 9, 1980;
- The applicant is requesting compensation for a period after June 30, 2000;
- The applicant was employed by the Government of Canada;
- The applicant was employed by the Government of a Province;
- The applicant did not hold the job title of Community Health Representative; or
- The applicant's position as a CHR was not funded through a Contribution Agreement specifically for a CHR.



Some applicants do not understand that the CHR Settlement Trust Fund is to compensate Community Health Representatives and not Community Health Workers.

If an applicant worked alongside a CHR, this does not mean he/she was a CHR.

If an applicant was a referral worker, he/she was not a CHR.

If an applicant "did CHR work" but held another job title – he/she was not a CHR. Only when the applicant was employed as a CHR AND held the job title of CHR AND was funded through the Contribution Agreement for a CHR can he/she be eligible for compensation.



10. NIICHRO Website ■

If you have Internet access, you can go to www.niichro.com to view the CHR Trust Settlement Agreement and previous issues of the Compensation Newsletter.

You need a password to view the CHR Trust Settlement Agreement, as it concerns only the CHRs who have direct interest in the CHR Trust Settlement and are eligible for compensation. To obtain a password, you must be a CHR registered with the CHR Compensation Office and provide your Social Insurance Number. Call toll free 1-800-632-0892, ext. 23, and speak to Claim Agent Trudy Jacobs. Ms. Jacobs will verify your name and Social Insurance Number and then provide you with a password and username.



11. Thank You ■

The Compensation Office has received a number of Thank You notes and letters from beneficiaries of the CHR Trust Settlement. These CHRs expressed their gratitude to everyone for the hard work they did on behalf of all current and former CHRs. The Compensation Office staff, the consultants and the Trustees are pleased to acknowledge this appreciation, and would like you to know that it is our pleasure to work for the CHRs who so deserved this compensation.

12. Change of Address ■

Don't forget to inform the Compensation Office of a change of address. The Compensation Office has a number of cheques it cannot distribute because the recipients have moved and left no forwarding address. If you know any CHRs who have recently moved, we would appreciate if you could remind them to call the Compensation Office to provide us with their new address.

13. AIPC 2004 Conference ■

The National Indian and Inuit
Community Health Representatives Organization
presents
the First National Aboriginal Injury Prevention Conference:

Towards Community Action on Aboriginal Injuries 2004

www.aipc2004.ca

Winnipeg Convention Centre
Winnipeg, Manitoba, Canada
June 9-12, 2004

Honorary Chair: Tina Keeper, *Star of North of 60*

Workshop Themes on Intentional and Unintentional Injuries:

Injury Data and Surveillance
Research
Capacity Building
Communication

Registration Fee: \$395
info@aicp2004.ca
Phone: 450-632-0892, ext. 22



Tina Keeper

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www.aipc2004.ca