

## Unionized Support Staff Provincial Standardized Extended Health Plan Improvements

EXTENDED HEALTH	Current Provincial Standardized Extended Health Plan	Year 1 Improvements: Effective date varies depending on ratification date*	Effective July 1, 2020
Reimbursement	80% until \$1,000 paid per family per calendar year, then 100%	80% until \$1,000 paid per family per calendar year, then 100%	80% until \$1,000 paid per family per calendar year, then 100%
Annual Deductible	\$100 (Single/Family)	\$100 (Single/Family)	\$100 (Single/Family)
Lifetime Maximum	Unlimited	Unlimited	Unlimited
Termination Age	Retirement (No age limit)	Retirement (No age limit)	Retirement (No age limit)
<b>Prescription Drugs</b>			
Drug Formulary	Blue Rx	Blue Rx	Blue Rx
Pay-Direct Drug Card	Yes	Yes	Yes
Per Prescription Deductible	\$0	\$0	\$0
Sexual Dysfunction	Not Covered	Not Covered	Not Covered
Oral Contraceptives	Covered	Covered	Covered
Fertility	\$7,500 per lifetime	\$7,500 per lifetime	\$7,500 per lifetime
Smoking Cessation <sup>1</sup>	Not Covered	Not Covered	Not Covered
<b>Medical Services and Supplies</b>			
Medi-Assist	Included	Included	Included
Out-of-province Emergency Medical	Covered (100% reimbursement)	Covered (100% reimbursement)	Covered (100% reimbursement)
Ambulance	Covered	Covered	Covered
Hospital	Private or Semi-private	Private or Semi-private	Private or Semi-private
In-home Nursing Care	Covered	Covered	Covered
Hearing aids	\$1,000 per 5 years for Adults and per 2 years for Children	\$1,000 per 5 years for Adults and per 2 years for Children	\$1,000 per 5 years for Adults and per 2 years for Children
Miscellaneous Services and Supplies (subject to reasonable and customary limits as defined by the Insurer)	Covered	Covered	Covered
Orthopedic shoes	\$400 per year for Adults, \$200 per year for Children	\$400 per year for Adults, \$200 per year for Children	\$400 per year for Adults, \$200 per year for Children
Orthotics	\$400 per 2 years (adults and children)	\$400 per 2 years (adults and children)	\$400 per 2 years (adults and children)
<b>Vision and Paramedical</b>			
<b>Vision Care</b>			
Maximum	\$400 per 24 months	\$400 per 24 months	\$550 per 24 months
Eye exams	\$75 per 24 months	\$75 per 24 months	\$75 per 24 months
Prescription Sunglasses	Included in Vision Maximum	Included in Vision Maximum	Included in Vision Maximum
<b>Paramedical services</b>			
Naturopath	\$400 per year	\$400 per year	\$500 per year
Chiropractor	\$400 per year	\$400 per year	\$600 per year
Massage therapist	\$750 per year	\$1,200 per year	\$1,200 per year
Physiotherapist	\$750 per year	\$750 per year	\$900 per year
Psychologist	\$400 per year	\$600 per year	\$850 per year
Speech therapist	\$400 per year	\$400 per year	\$500 per year
Acupuncturist	\$400 per year	\$400 per year	\$500 per year
Podiatrist/Chiropracist	\$400 per year	\$400 per year	\$500 per year

\*Effective date will be 1st of the month following a one month notice period from the ratification date of collective agreement. No retroactive changes will be made; effective date may be adjusted if ratification date is not communicated in a timely manner by the union local.

- Eligibility of individuals and premium sharing arrangements are unaffected.
- Benefits are subject to reasonable and customary limits as defined by the insurer.
- Blue RX is a dynamic drug program provided by PBC that is continuously refined with features that include, but are not limited to: managed care formulary, special authorization enforcement, low cost alternative price controls, and reasonable and customary mark-up and dispensing fee limits, for example.

<sup>1</sup>Smoking Cessation covered under MSP