

Unionized Support Staff Provincial Standardized Extended Health Plan Improvements

EXTENDED HEALTH	Current Plan	Provincial Standardized Extended Health Plan	
		Effective date varies depending on ratification date*	Effective July 1, 2020
Reimbursement	Vision Care and Hearing Aids: 100% All other eligible expenses: 80% until \$1,000 paid per person 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	\$25 (Single/Family)	\$100 (Single/Family)	\$100 (Single/Family)
Lifetime Maximum	\$1,000,000/lifetime	Unlimited	Unlimited
Termination Age	Retirement (No age limit)	Retirement (No age limit)	Retirement (No age limit)
Prescription Drugs			
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	Not Covered	\$7,500 per lifetime	\$7,500 per lifetime
Smoking Cessation ¹	Not Covered	Not Covered	Not Covered
Medical Services and Supplies			
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	\$400 per 5 years	\$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	Covered (Reasonable and Customary)	\$400 per year for Adults, \$200 per year for Children	\$400 per year for Adults, \$200 per year for Children
Orthotics	Covered (Reasonable and Customary)	\$400 per 2 years (adults and children)	\$400 per 2 years (adults and children)
Vision and Paramedical			
Vision Care			
Maximum	\$200 per 2 years	\$400 per 24 months	\$550 per 24 months
Eye exams	\$15 per 24 months	\$75 per 24 months	\$75 per 24 months
Prescription Sunglasses	Not Covered	Included in Vision Maximum	Included in Vision Maximum
Paramedical services			
Naturopath	\$200 per person per year; to a maximum of \$500 per year per family	\$400 per year	\$500 per year
Chiropractor	\$200 per person per year; to a maximum of \$500 per year per family	\$400 per year	\$600 per year
Massage therapist	Unlimited (Reasonable and Customary limits apply)	\$1,200 per year	\$1,200 per year
Physiotherapist	Unlimited (Reasonable and Customary limits apply)	\$750 per year	\$900 per year
Psychologist	Not Covered	\$600 per year	\$850 per year
Speech therapist	\$200 per year	\$400 per year	\$500 per year
Acupuncturist	\$100 per year	\$400 per year	\$500 per year
Podiatrist/Chiropodist	\$200 per person per year; to a maximum of \$500 per year per family	\$400 per year	\$500 per year
Notes			
*Effective date will be 1st of the month following a one month notice period from the ratification date of collective agreement. Earliest effective date is July 1, 2019. No retroactive changes will be made; effective date may be adjusted if ratification date is not communicated in a timely manner to the K-12 coordinator.			
- 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.			
¹ Smoking Cessation covered under MSP			