

MEMO

Date: March 24, 2023

To: Secretary-Treasurers, Benefits Administrators, Support Staff Locals

From: BCPSEA and CUPE

The Unionized Support Staff Provincial Standardized Extended Health Plan (Standard Plan) will be updated, and minimum levels of dental coverage will be put in place **July 1, 2023**. Please see the attached summary showing the bargained extended health plan improvements.

As your support staff local is currently participating in the Standard Plan, this bulletin provides information on the following:

- Benefit improvement summary
- Pacific Blue Cross Microsite
- How are mid-year improvements to paramedical services adjudicated
- Next Steps

Benefit improvement summary

All school district/local Support Staff dental plans will be updated to provide a minimum level of coverage, which is outlined below:

Plan	Minimum Coverage Provisions
Basic Services	Plan pays: 85%
Major Services	Plan pays: 60%
Orthodontic Services	Plan pays: 60% Lifetime Maximum: \$1,000

- If your current dental plan provides a lower coverage level, the increase will be effective July 1, 2023
- If your current dental plan provides a higher coverage level, **there will be no change to coverage.**

The Standard Plan will also be updated effective July 1, 2023 to include the following improvements:

Benefit Provision	Current Provincial Standardized Extended Health Plan	Coverage Improvements
Vision Care	\$550 per 24 months	\$625 per 24 months
Eye Exams	\$75 per 24 months	\$125 per 24 months
Hearing Aids	\$1,000 per 5 years for Adults and per 2 years for Children	\$4,000 per 5 years for Adults and per 2 years for Children
Acupuncturist	\$500 per year	\$600 per year
Naturopath	\$500 per year	\$600 per year
Physiotherapist	\$900 per year	\$1,000 per year
Podiatrist/Chiropodist	\$500 per year	\$600 per year
Psychologist	\$850 per year	<ul style="list-style-type: none"> • Addition of Clinical Counsellors & Social Workers • \$1,500 per year (combined maximum for Psychologist, Clinical Counsellors & Social Workers)
Speech therapist	\$500 per year	\$600 per year

- Please note, there will be no open enrollment period for individuals within your school district/local who have previously elected not to participate in the Standard Plan.

Pacific Blue Cross (PBC) Information Microsite

PBC has developed a website specifically for those groups that are participating in the Standard Plan to provide information regarding the plan design and answers to frequently asked questions. A link to the microsite will be shared once updates are completed, which will include information on benefit improvements to the Standard Plan.

How are mid-year improvements to paramedical services adjudicated?

As the benefit improvements will happen within the calendar year, you may have members ask how claims adjudication will be impacted.

- Any eligible expenses incurred prior to July 1, 2023 will be adjudicated by PBC based on the current plan provisions.
- Any eligible expenses incurred on or after July 1, 2023 will be adjudicated based on the maximums outlined within the attached plan improvement summary.

For example, your current Physiotherapist maximum is \$900 per person per calendar year. If a member has already been reimbursed \$900 for this service, any further Physiotherapist services incurred on or after July 1, 2023 would be eligible up to an additional \$100 for the remainder of the year (as the calendar maximum for this service will be increasing to \$1,000 per person per calendar year). Expenses over \$900 that were incurred prior to July 1, 2023 are not eligible to be reimbursed with the additional \$100.

Next Steps:

- Provide members with a copy of the attached plan improvement summary.

Should you have any questions regarding the above, please do not hesitate to contact your HUB consultant for more information.