

This bulletin has been distributed to all school districts where the local teachers' association has voted to adopt the new teachers' Provincial Extended Health Benefit plan.

Provincial Extended Health Benefit Plan

Resolution of Implementation Issues in Dispute between BCPSEA and the BCTF

BCPSEA and the BCTF identified the following three issues as in dispute with respect to the implementation of the Provincial Extended Health Benefit Plan:

1. The rights of the union and obligations of the employer regarding the selection or change of insurance provider/carrier of the Provincial Extended Health Benefit Plan.
2. The effective date of the Provincial Extended Health Benefit Plan.
3. The application of restrictions regarding dual coverage under current extended health benefit plans to the Provincial Extended Health Benefit Plan.

The parties agreed to have Mark Brown act as mediator/arbitrator to resolve these issues. The mediation/arbitration was held on November 26. The parties were able to reach a mediated agreement, in the form of agreed-upon amendments to Article B.11 and a new Letter of Understanding No. 10 (attached). The three outstanding issues were resolved as follows:

1. The carrier/insurer of the Plan may only be changed with prior consultation between BCPSEA and the BCTF. The consultation process will be consistent with the 2012 process. In the event of a dispute in the selection/change of the carrier/insurer, the matter shall be referred to Mark Brown, or an agreed-upon alternative, to be dealt with on an expedited basis.
2. The Plan shall be effective retroactive to July 1 2012.
3. All dual coverage restrictions, for teachers' extended health coverage only, for teachers' associations adopting the Provincial Extended Health Benefit Plan, will be removed effective retroactive to July 1, 2012. The cost of doing so will be factored into the \$2.63 M standardization fund. Any premium cost-sharing will be applied effective July 1 2012. Affected teachers will have a one-time opportunity to enrol themselves and their dependents if they were previously restricted from doing so because of dual coverage restrictions.

Districts affected by the dual coverage restrictions have already been contacted regarding this change and further specific information will be provided very shortly. This change applies only to teachers under the Provincial Extended Health Benefit Plan. All other current dual coverage restrictions will continue to apply to other employee groups and their health and welfare plans and to teachers' other benefit plans such as dental.

Pacific Blue Cross has been informed of the parties' agreed effective date of July 1 2012 and is implementing this date in their systems and processes in preparation for the January 1 2013 implementation date. Further information, including details regarding the adjudication of claims for costs incurred during the July 1 2012 to December 31 2012 retroactive period, will be provided as soon as they are available.

Amendments to Article B.11 and New Letter of Understanding No. 10

BCPSEA is working on interfacing/melding the amendments to Article B.11 with the current benefits language for each district's 2011-2013 working document. If a first draft of your 2011-2013 working document has already been created and sent to you by BCPSEA, we will send you the interfacing of Article B.11 very shortly. If you have not yet received a first draft of your 2011-2013 working document we will interface/meld Article B.11 and add the new LOU No. 10 when we create that first draft in the coming weeks.

Questions

If you have any questions related to the plan, please contact Candice Wright at 604 730 4504 or candicew@bcpsea.bc.ca.