

Distribution of this Bulletin

Please ensure that this bulletin is circulated to all administrative staff in both the district office and schools who must rely on the collective agreement in the performance of their duties.

Provincial Collective Agreement 2013-2019 — Benefits Improvements

Under the Provincial Memorandum of Agreement, the parties negotiated funding in the amount of \$11,850,000 phased in over the term of the agreement to provide improvements to benefits such as extended health, dental, and additional compensation for TTOCs in lieu of benefits. BCPSEA and the BCTF have reached tentative agreement regarding the improvements, which are set out below.

Given the improvements, teacher union locals that are not currently part of the Provincial Standard Extended Health Benefits (EHB) plan may wish to join — this would require a vote of the local membership.

❖ Improvements by Year

- **August 1, 2014:** Improvements to the Provincial Standard EHB Plan (see chart on page 2).
- **July 1, 2015:** Improvements to local dental plan (plans with coverage below the new levels will be brought up to the provincial minimum; those above the provincial minimum will remain unchanged):
 - a minimum province-wide reimbursement of 75% for orthodontic with a lifetime maximum of \$5,000; and
 - dual coverage will be permitted when both parties are within the teacher bargaining unit.
- **July 1, 2016:** \$3 per day in lieu of benefits for TTOCs will be increased to \$11 per day.
- **July 1, 2017:** Improvements to the Provincial Standard EHB Plan (see chart on page 2).
- **July 1, 2018:** Improvement to the Provincial Standard EHB Plan (see chart on page 2) and local dental plans:
 - a minimum province-wide reimbursement of 85% on basic dental services; and
 - a minimum province-wide reimbursement of 60% on major dental services.

Provincial Standardized EHB Plan

Benefit	Current	2014 - 2015	2017 - 2018	2018 - 2019
Fertility	N/A	\$20,000 LTM*		
Hearing Aids	\$1,000 (5yrs)	\$2,000 (4yrs)	\$2,700 (4yrs)	\$3,500 (4 yrs)
Ortho Shoes	\$400			\$500
Orthotics	\$200	\$400	\$500	
Vision	\$200	\$400	\$500	\$550
Eye Exam	Included in Max	Separate**		
Naturopath	\$500	\$800		\$900
Chiropractor	\$500	\$800		\$900
Massage	\$500	\$800	\$900	
Physiotherapy	\$500	\$800	\$850	\$900
Psychologist	\$500	\$700		\$900
Acupuncture	\$500	\$700	\$800	\$900
Pod/Chiro/Speech	\$500	\$700		\$800

Local Dental Plans

Plan	2015 - 2016	2018 - 2019
Basic		Plan pays 85%
Major		Plan pays 60%
Orthodontics	Plan pays 75% with a \$5,000 LTM*	

* LTM: Lifetime Maximum

** Eye Exams are subject to plan Pacific Blue Cross "Reasonable and Customary" limits

❖ Impact of Retroactivity

As the Provincial Standard EHB plan changes for this year took effect as at August 1, 2014, some claims will need to be adjusted retroactively. The process for adjustments of claims is currently under discussion and will be determined in the next few weeks. An update will be provided once a process has been established.

Questions

If you have any questions, please contact your BCPSEA liaison.