

LETTER OF AGREEMENT

BETWEEN:

British Columbia Teachers Federation (BCTF)

AND

British Columbia Public School Employers' Association (BCPSEA)

AND

HER MAJESTY THE QUEEN IN RIGHT OF THE PROVINCE OR BC AS REPRESENTED BY THE

MINISTRY OF EDUCATION

RE: EXTENDED HEALTH BENEFITS STANDARDIZATION

WHEREAS:

The Ministry intends to establish and maintain additional funding for the purpose of addressing the standardization of extended health benefits for teachers in the province; and

The BCTF and BCPSEA are aware that the current multiplicity of plans and plan provisions are inefficient, costly and present barriers to improving plan provisions; and

The parties agree that there are many advantages to moving to a standardized provincial extended health benefits plan (the "Standardized Plan") that will result in increased flexibility and plan improvements for teachers.

THEREFORE:

The parties hereby agree as follows:

1. Funding will be allocated pursuant to the recommendations of Dr. Charles Jago and the Standardized Plan (as attached).
2. Funding will be in the amount of \$2.63 million to be allocated to school districts to support the Standardized Plan.

Dated this 26<sup>th</sup> day of June 2012

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BCTF

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BCPSEA

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Ministry of Education

## Provincial Extended Health Benefit Plan

Benefit Provision	Provincial Extended Health Benefit Plan
<b>Extended Health</b>	
Reimbursement	80% until \$1000, then 100%
Annual Deductible	\$50
Lifetime Maximum	Unlimited
<b>Prescription Drugs</b>	
Drug Formulary	Blue Rx
Pay-Direct Drug Card	Yes
Per Prescription Deductible	\$0
Sexual Dysfunction	Covered
Oral Contraceptives	Covered
<b>Medical Services and Supplies</b>	
Medi-Assist	Included
Out-of-province emergency medical	Covered
Ambulance	Covered
Hospital	Private/Semi-Private
In-home nursing care	\$20,000 per year
Hearing aids	\$1,000 every 60 months
Miscellaneous Services and Supplies (subject to reasonable and customary limits as defined by Pacific Blue Cross)	Covered
Orthopedic shoes	\$400 per year
Orthotics	\$200 per year
<b>Vision Care</b>	
Maximum	\$200 per 24 months
Eye exams per 24 months	Included in Vision Max
<b>Paramedical Services</b>	
Naturopath	\$500 per year
Chiropractor	\$500 per year
Massage therapist	\$500 per year
Physiotherapist	\$500 per year
Psychologist	\$500 per year
Speech therapist	\$500 per year
Acupuncturist	\$500 per year
Podiatrist/Chiropodist	\$500 per year

### Notes:

- Any efficiencies or cost reductions achieved as a direct result of the establishment of the Provincial Extended Health Benefit Plan will be used to further enhance the Provincial Extended Health Benefit Plan.

- The Provincial Extended Health Benefit plan does not include a medical referral travel plan (a “MRTP”). However, any school district that elects to participate in the Provincial Extended Health Benefit Plan and currently has a MRTP will continue to provide a MRTP.
- Where the local union elects not to participate in the Provincial Extended Health Benefit Plan, the school district will continue to provide the existing extended health benefit plan between the parties.
- Teachers Teaching On Call (TTOC) will not be precluded from accessing the Provincial Extended Health Benefit Plan. The TTOC will pay 100% of the premium costs.