

July 6, 2016

Licensed Practical Nurses (LPN) Harmonization

Effective May 11, 2016 (or first full pay period following ratification), all elements of the LPN Harmonization were implemented by PBC and GWL for LPN class codes 724, 350, 733 and 813.

Changes include:

- Increase hearing aids to \$1,000 per ear per person every 5 years (also Nurses class codes 5, 109, 146, 718, 812, 830)
- Decrease annual deductible to \$25
- Dispensing fee cap aligned with BC PharmaCare program (class 350 and 733 only)
- Add coverage for oral contraceptives and injectables
- Remove annual maximum for massage therapy (class 724 only)
- Increase podiatrist to \$400 per person per year
- Add coverage for registered clinical psychologist or clinical counselor up to a combined maximum of \$900 per person per year
- Increase vision care reimbursement to 100%
- Add coverage for medical referral transportation (class 724 only)
- Dental recall exams at 2 per calendar year (class 724 only)
- Dual dental coverage restriction (see below)

Revised schedules will be sent at a later date.

Employer Action Required

- **Dual Dental Coverage** – All LPNs must be enrolled in the Nurses dental plan provided they are not primary members of another plan. If you have not already done so, enroll employees who are now eligible due to this change.
- **Licensed Practical Nurses** – If you have not already notified HBT of your LPNs who were previously under the Facilities or Community Bargaining Associations and who have moved to the Nurses' Bargaining Association, please do so immediately as they are required to be in their own group.

2016 NBA Rate Changes

Effective September 1, 2016, HBT will be revising rates to align with the benefits provisions in the PCA. Rate notices will be sent shortly.

Please forward this document to all departments within your organizations that may require and rely on this information.

Questions

If you have any questions, please contact the HBT Benefits Team:

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