



**New Health and Welfare Benefit Provisions
Community Living Services, General Services and Indigenous Services
Collective Agreements
2022 – 2025**

To: Benefit Administrators

c: Payroll Department
Head of Organization

Date: April 3, 2023

Subject: Changes to the Extended Health Plan under the 2022 – 2025
Community Living Services, General Services and Indigenous Services
Collective Agreements

Please find attached information regarding changes to the Extended Health Care (EHC) plan effective April 1, 2023 that were recently negotiated under the 2022 – 2025 Community Living Services, General Services and Indigenous Services Collective Agreements.

Attachments: Administrative Guideline
Benefits-at-a-Glance for Community Living Services, General Services and
Indigenous Services Collective Agreements.

Please forward these documents to all departments within your organization that may require and rely on this information.

If you have any questions about the attachments, please contact:

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This Administrative Guideline is to advise you of the new Extended Health plan provision effective April 1, 2023 that was negotiated under the 2022 – 2025 Community Living Services, General Services and Indigenous Services Collective Agreements.

Changes to Extended Health Plan Provisions Effective April 1, 2023

<p>Registered Psychologist (includes Social Worker and Clinical Counsellor)</p>	<p>Benefit amount will increase from \$500 to \$1,000 combined maximum per person per calendar year*</p> <p>* Please refer to the Benefits-at-a-Glance (BaaG) for annual maximums. Reimbursement is up to 80% of these maximums, after the calendar year deductible has been satisfied.</p> <p>Note: Reimbursement is subject to PBC's Reasonable and Customary (R&C) limits. Information on what reasonable and customary limits is available at: https://www.pac.bluecross.ca/pdf-bin/info/0601.02.010_REASONABLE_AND_CUSTOMARY.pdf</p> <p>For information on what the R&C limits are, employees should sign into their PBC Member Profile at http://www.pac.bluecross.ca/member.</p>
<p>Effective Date</p>	<p>April 1, 2023</p>
<p>Impact of Changes</p>	<p>You may receive enquiries from employees about the impact of the increase on their practitioner services claims. Below are some examples:</p> <p>Example 1 – Employee submits claims for three visits between January and March 2023 at \$300 per visit for a total of \$900 and is reimbursed \$400 (80% of PBC's reasonable and customary limit of \$300 x 3, to the calendar year maximum of 80% of \$500).</p> <p>Q. Can the employee re-submit the remainder of the claims on or after April 1, 2023?</p> <p>A. No, the higher limit only applies to claims with the date of service on or after April 1, 2023.</p> <p>Example 2 – Employee submits further claim for a visit in April at \$300.</p> <p>Q. Can the employee submit a claim for additional psychology services purchased in April?</p> <p>A. Yes, the employee will be reimbursed \$240 (80% of PBC's reasonable and customary limit of \$300).</p> <p>Example 3 – The same employee visits the practitioner again in May at \$300.</p> <p>Q. Can the employee submit a claim for additional psychology services purchased in May?</p> <p>A. Yes, but the employee will only be reimbursed \$160 as the calendar year maximum of 80% of \$1,000 has been reached.</p> <p>Note: The above examples assume that the annual deductible has already been satisfied for 2023.</p>

Changes to Extended Health Plan Provisions Effective April 1, 2023

Contributions Rates	The April 1, 2023 renewal rates provided to you include the cost associated with April 1 st EHC plan change.
Employee Communication	<p>Attached is the Benefits-at-a-Glance which provides a brief description of the benefit plans under the Community Living Services, General Services and Indigenous Services Collective Agreements including the April 1, 2023 EHC change. Please distribute this information to your employees covered by the CSS provincial collective agreements.</p> <p>Revised benefit booklets that include this new EHC benefit provision will be produced at a later date.</p>