

March 7, 2023

Changes to the Benefit Plans under the Ambulance Paramedics and Ambulance Dispatchers Collective Agreement effective March 1, 2023

Please find attached, information regarding changes to the benefit plans under the Ambulance Paramedics and Ambulance Dispatchers Collective Agreement.

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

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

- Andrea Wesley, Benefits Administrator at Andrea.Wesley@hbt.ca or 604.678.2226
- Teresa Luong, Benefits Administration Consultant at Teresa.Luong@hbt.ca or 604.678.9236
- Christine Fenske, Senior Manager, Benefits Administration & Operations at Christine.Fenske@hbt.ca or 604.678.8287



New Health and Welfare Benefit Provisions

Ambulance Paramedics and Ambulance Dispatchers

March 1, 2023

To: Benefit Administrators

cc: Payroll Department

Date: March 7, 2023

Subject: 2022–2025 Ambulance Paramedics and Ambulance Dispatchers Collective Agreement Changes

The Healthcare Benefit Trust (HBT) has received confirmation from the Health Employers Association of BC (HEABC) regarding changes to the benefit plan under the 2022–2025 Ambulance Paramedics and Ambulance Dispatchers Collective Agreement. These changes are effective March 1, 2023.

Please find attached:

- Administrative Guidelines
- Employee Bulletin that you may wish to distribute

The new provisions apply to HBT Class 819.

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

- Andrea Wesley, Benefits Administrator at Andrea.Wesley@hbt.ca or 604.678.2226
- Teresa Luong, Benefits Administration Consultant at Teresa.Luong@hbt.ca or 604.678.9236
- Christine Fenske, Senior Manager, Benefits Administration & Operations at Christine.Fenske@hbt.ca or 604.678.8287

This Administrative Guideline is to advise you of the new benefit plan provisions that were recently negotiated under the 2022–2025 Ambulance Paramedics and Ambulance Dispatchers Collective Agreement.

Changes to Extended Health Care Provisions	
Prescription Drugs	Effective March 1, 2023, coverage for oral contraceptives, injectables and medicated IUDs approved under the BC PharmaCare Formulary will be included.
Vision Care	<p>Effective March 1, 2023, the vision care benefit will be increasing from \$150 to \$350, every 24 months for adults and every 12 months for dependent child.</p> <p>You may receive enquiries from employees about the impact of the increase on their vision care claims. Here are two examples:</p> <p>Example 1 - Employee purchased a pair of eyeglasses in January 2023 for \$300 and was reimbursed up to the maximum of \$150.</p> <p>Q. Can the employee re-submit the remainder of the claim on or after March 1, 2023?</p> <p>A. No. The higher limit only applies to claims with a purchase date on or after March 1, 2023.</p> <p>Example 2 - Employee purchased a pair of eyeglasses in January 2023 for \$300 and was reimbursed \$150. The employee purchases a second pair of eyeglasses in March 2023 for \$500.</p> <p>Q. Can the employee submit a claim for the second pair of eyeglasses even though they were purchased within 24 months of the last claim?</p> <p>A. Yes, however, the employee will only be reimbursed \$200 (\$350 minus the \$150 already reimbursed in Jan 2023).</p> <p>Note: The above examples assume that the annual deductible has already been satisfied.</p>
Eye Exams	Effective March 1, 2023, eye exams will be covered to a maximum of \$100 per person every 12 months.
Laser Eye Surgery	Effective March 1, 2023, laser eye surgery will be covered with a lifetime maximum of \$600 per person.
Registered Psychologist, Registered Clinical Counsellor, Registered Social Worker	Effective March 1, 2023, fees of a Registered Psychologist, Registered Clinical Counsellor and Registered Social Worker will be covered up to a combined maximum of \$1,000 per calendar year.
Chiropractor and Naturopathic Physician	Effective March 1, 2023, the combined maximum will increase to \$500 per person per calendar year.

Changes to Contribution Rates

Extended Health Care Rates	<p>The monthly EHC contribution rates will change effective as follows:</p> <p>March 1, 2023 \$85.44 Single \$205.04 Couple/Family</p> <p>April 1, 2023 \$89.37 Single \$214.47 Couple/Family</p>
Straight Time Payroll Rate	<p>The monthly STP rate will change effective as follows:</p> <p>March 1, 2023 5.54 % of straight time payroll</p> <p>April 1, 2023 4.78% of straight time payroll</p>

Employee Communication

Employee Communication	<p>Attached to this Guideline is a Bulletin that describes the changes to the benefit plans for Ambulance Paramedics and Ambulance Dispatchers. We encourage you to distribute copies to eligible employees and/or post copies on bulletin boards.</p>
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The benefit booklet will be updated at a later date to include the new provisions.



Notice to Employees Covered by the Ambulance Paramedics and Ambulance Dispatchers Collective Agreement

Benefit Changes Effective March 1, 2023

March 7, 2023

The following benefit changes under the 2022–2025 Ambulance Paramedics and Ambulance Dispatchers Collective Agreement will come into effect on March 1, 2023.

EXTENDED HEALTH CARE PLAN

Prescription Drugs

Effective March 1, 2023, coverage for oral contraceptives, injectables and medicated IUDs approved under the BC PharmaCare Formulary will be included.

Vision Care

Effective March 1, 2023, the vision care benefit will be increasing from \$150 to \$350, every 24 months for adults and every 12 months for dependent child. This limit will apply to claims submitted for purchases dated on or after March 1, 2023.

Q. I purchased a pair of pair of eyeglasses in January 2023 for \$300 and was reimbursed \$150. Can I re-submit the remainder of this claim on or after March 1, 2023?

A. No. The higher limit only applies to claims with a purchase date on or after March 1, 2023.

Q. I purchased a pair of eyeglasses in January 2023 for \$300 and was reimbursed \$150. If I purchase another pair of eyeglasses in March 2023 for \$500, can I submit a claim for the second pair of eyeglasses even though they are purchased within 24 months of the last claim?

A. Yes, however, you will only be reimbursed \$200 (\$350 minus the \$150 already reimbursed in Jan 2023).

Note: The above examples assume that the annual deductible has already been satisfied.

Eye Exams

Effective March 1, 2023, eye exams will be covered to a maximum of \$100 per person every 12 months.

Laser Eye Surgery

Effective March 1, 2023, laser eye surgery will be covered with a lifetime maximum of \$600 per person.

Registered Psychologist, Registered Clinical Counsellor, and Registered Social Worker

Effective March 1, 2023, fees of a Registered Psychologist, Registered Clinical Counsellor and Registered Social Worker will be covered up to a combined maximum of \$1,000 per calendar year.

Chiropractor and Naturopathic Physician

Effective March 1, 2023, the combined maximum will increase to \$500 per person per calendar year.

If you have questions about the negotiated changes to your benefit plan, please speak directly with your employer or your union representative.