

December 11, 2025

Schedule B – changes to benefits plan to be proposed

Below are the areas of improvement that the Board's Bargaining Team is proposing.

1. Improvements and Savings to the Prescription Drug Plan.
 - a. Improvement Cost: Move from a 100% reimbursement plan to a 100% direct bill plan.
 - b. Savings: Add
 - i. Maximum allowable cost pricing
 - ii. Add Maintenance Medication Program
 - iii. ~~Move to Managed formulary~~ **Revise from open drug formulary to managed formulary with Special authorization and Step Therapy**
 - iv. Generic drugs with prescriber override
 - c. **Cap dispensing fee at \$12.15**
2. Add Glucose Sensors to medical, durable equipment (cost)
3. Add vaccine coverage of \$250 per participant per year (cost)
4. Improvement to the paramedical coverage:
 - a. Mental Health Practitioners increase coverage to managed fee guide maximum of \$2,500 (cost)
 - b. All other practitioners increase to \$1,000 combined managed fee guide (cost)
 - c. Add managed fee guide medical aid and supplies (savings)
 - d. **Removal of requirement for a physicians note to access physiotherapy coverage**
5. Eye Exam: Add the managed fee guide for coverage (cost)
 - a. **Increase from \$250 every 24 months to \$1000 every 48 months for adults and from \$250 every 12 months to \$500 every 24 months for children**
6. Dental: Move to the current Alberta Blue Cross Dental Fee Guide (cost)
7. **Hearing: Increase hearing aid benefit to \$1000 total per participant in a 3 year period**

Commented [A1]: This language provides greater clarity on what the proposed change is, and does not change the intent of the change.