

Benefit Area	Today	The Change	Effective Date	Comments
Bayshore Pharmacy Services <i>(provides pharmacy services for members when accessing specialty drugs)</i>	Optional	New claims for specialty drugs (e.g., biologic drugs used to treat complex conditions) will need to go through a Bayshore pharmacy to be covered. Existing specialty drug claims are not impacted.	Sept 1, 2019	Making this process mandatory means enhanced support for members through Bayshore's expertise with specialty drug distribution and dispensing. <i>Eligible non-specialty drugs are not impacted (e.g. antibiotics, etc.)</i>
Specialty drug markup <i>(what the pharmacy charges above the base cost of the drug)</i>	10% markup limit	\$250 maximum markup	Sept 1, 2019	This change is based on industry standards and best practices.
Dispensing fees for maintenance medications <i>(drugs you take regularly to manage chronic conditions – e.g., diabetes, cholesterol)</i>	7 dispensing fees / year / prescription	5 dispensing fees / year / prescription* This limit is per medication and only affects maintenance medications, not other eligible medications.	Sept 1, 2019	Consider getting these drugs in a 90-day supply for greater convenience and to save on dispensing fees.
Dietician / Nutritionist	Covered under paramedical services	Not covered	Sept 1, 2019	These free services are now available through Ontario Telehealth. For details, go to: www.ontario.ca/page/get-medical-advice-telehealth-ontario
Dental scaling <i>(1 dental scaling unit = 15 minutes)</i>	14 units / benefit year in addition to the 2 units / recall exam / year	10 units / benefit year in addition to the 2 units / recall exam / year	Sept 1, 2019	If you have a medically necessary reason for more scaling, there will be an appeal process to request coverage.
Specialty Drug plan management	Manulife manages prior authorization process for specialty drugs	A dedicated specialty drug management service staffed by pharmacists will manage the prior authorization process for speciality drugs	Jan 1, 2020	This program will improve the plan member experience and will also help us manage the drug plan more effectively through timely review of specialty drugs claims.
Funding arrangements for part-time employees <i>(i.e. less than 1.0 FTE) in locals with grandparented arrangements</i>	Members working part-time in grandparented locals are currently not paying the same pro-rated premiums as other members	End of part-time funding arrangements in locals with grandparented arrangements	Sept 1, 2020	Starting on September 1, 2020, all part-time members will be required to pay the standard pro-rated premium based on their work status (e.g., members working 0.5 FTE will pay 50% of the monthly health and dental premium to participate in the plan).