



June 12, 2014

**TO: BRANCHES AND FACILITIES
REGIONAL VICE PRESIDENTS**

NCJC Cyclical Benefit Review

The cyclical review to the NAV Canada Benefit plans has been concluded and [attached](#) is a brief outline of some of the major changes.

Further information will be forthcoming on more complicated changes to things such as:

- the ability to carry over unused portions of the HSA.
- mandatory substitution to generic drugs with coverage increase to 85%. Where brand name drugs are required for medical reasons, the attending physician must fill out a request form for consideration by Sun Life. Where generic drug equivalents do not exist, coverage remains at 80%.
- elimination of the co-pay fee on prescriptions if preferred pharmacies are used. This provision is not applicable to members in the province of Quebec due to provincial laws.
- some high cost specialty drugs (such as biologics) will require pre-authorization and approval prior to re-imburement. This change will be very similar to the current pre-authorization process you use for major dental work.

As a result of the agreement to change life insurance carriers to Sun Life, insurance rates were reduced to \$0.15 per \$1000. This change was implemented in September coincident with the change over to the new provider.

NAV Canada is in the process of working with Sun Life to update our benefits publications, website and a software program to ensure that employees receive the full benefit of all negotiated changes in a timely fashion. The above changes will not be retroactive and will have a "take effect date" in the future. It is expected that these changes will be ready for implementation in the fall and further details will be communicated to members shortly.

It is also important to note that the settlement date was past the original deadline of 2013 due to the time involved in obtaining quotes and changing the providers of our life insurance and LTD programs. The original 3 year review cycle will remain and another benefits review will occur in 2015 for implementation in 2016.

In Solidarity;

Peter Duffey
President

Doug Best
Executive Vice President.