



SUPERANNUATED TEACHERS OF SASKATCHEWAN

MEMORANDUM

TO: STS Extended Health and Dental Plan Participants
FROM: STS Executive
DATE: July 1, 2020
RE: Benefit Plan Renewal

1. Background

The first STS Extended Health and Dental Plan was established in 1996. From 1996 to the end of 1999 the Plan was administered by Johnson and underwritten by Maritime Life.

For twenty-one years (January 1, 2000 – June 30, 2021) STS has had a contract for the Extended Health and Dental Plan with Saskatchewan Blue Cross.

We have reached a new agreement with Saskatchewan Blue Cross to extend the contract for a further year (July 1, 2021-June 30, 2022) with no increase in premiums.

Effective July 1, 2020, coverage for vision care (lenses, frames, contact lenses) will increase from \$250 every two calendar years to \$300 every two calendar years. Eye examinations will increase from \$125 every two calendar years to \$150 every two calendar years.

Effective July 1, 2020, coverage for hearing aids will increase from \$750 every three calendar years to \$1000 every three calendar years.

2. Objectives for Benefit Plans

To continue to provide an affordable safety net Extended Health and Dental Plan to eligible STS Members.

To maximize the use of premium dollars for payment of claims. The Plan is totally funded by Plan participants.

To keep administrative costs as low as possible.

To encourage Plan participants to take ownership for the benefit Plan.

To encourage Plan participants to question physicians regarding the appropriate and most cost effective use of prescription drugs.

To promote a healthy lifestyle for all Plan participants and all STS Members.

3. Coverage and Benefits

The Plan continues to include the following features that make the Plan unique:

1. Any STS member can join the Plan within 60 days of retirement, termination of coverage under a spouse's employer group plan or termination of coverage under any other employer group plan without medical evidence.
2. 80% co-insurance for formulary prescription drugs to an annual maximum of \$2000.
3. Outside province of residence travel benefits to a maximum of \$5,000,000. There is a 65 day maximum per trip with an unlimited number of trips per year. Should the Plan member choose to travel, their travel coverage would be in place for the first 65 days of their trip; however, **the ability to purchase Top-Up coverage will be dependent on the travel advisories in place at that time.**
4. A 60 day open enrolment period without medical evidence for surviving spouses of members or surviving spouses of active teachers.
5. Suspension of coverage in the event the Plan member returns to work.
6. Plan participants can continue in the Plan for life as long as premiums are paid.

4. The Renewal Agreement

4.1 The term of the revised agreement is from July 1, 2020 to June 30, 2022.

5. Premiums (Please see below)

6. Conclusion

The STS Extended Health and Dental Plan has had a very positive financial experience that will allow for improvements in vision care and coverage for hearing aids without changes in premiums. This action was also taken to allow for longer term financial planning for Plan participants.

Extended Health

Age Monthly Premiums (July 1, 2019-June 30, 2022)

	<u>Single</u>	<u>Couple</u>	<u>Family</u>
<55	\$82	\$164	\$184
55-64	\$97	\$194	\$224
65-74	\$102	\$204	\$234
>75	\$112	\$224	\$254

Plan participants who qualify for the Saskatchewan Seniors' Drug Plan or meet a similar means test in another province or territory.

65-74	\$55	\$110	\$140
>75	\$65	\$130	\$160

Reminder

Plan participants turning 65 must submit a copy of the confirmation letter from the Saskatchewan Seniors' Drug Plan to the STS indicating that they have coverage under that plan before the premium for the STS Extended Health Plan will be reduced. No retroactive adjustments will be considered.

Dental

Age Monthly Premiums (July 1, 2018- June 30, 2022)

	<u>Single</u>	<u>Couple</u>	<u>Family</u>
<55	\$43	\$86	\$95
55-64	\$45	\$90	\$100
>65	\$49	\$98	\$105