W.R.D.S.B. EDUCATIONAL ASSISTANTS ASSOCIATION

eUpdate

The Latest Information to Keep YOU Informed



EWAO ATEO
Education Workers' Alliance of Ontario
Alliance des travailleuses et travailleurs en éducation de l'Ontario

Greetings Members,

Please review the information below about our NEW benefits program that will begin on February 1, 2018. Attached is the:

1. EWAO-ATEO BENEFITS GUIDE - Click here to view
2. EWAO-ATEO BENEFITS POWER POINT - Click here to view

During the Benefits Plan Presentation at the EAA Meeting on November 23, 2017, many questions were asked. Here are some of the questions that were asked and answered by Rob Crofts:

Question and Answer Period

- **Q: What is FTE?**
  - **A: 35 hours per week**
- **Q: What if you work 27 hours at one school and also in Extended Day for 10 hours, do the 10 count as part of the FTE?**
  - **A: Kathryn said that these Extended Day hours DO count towards FTE hourly amount**

- Q: If you are not part of the Benefits Plan can you join now?
    - A: A person who is not on the current plan and wants to join th3 new plan – if they meet the eligibility requirement of 0.5 FTE or more, they will be given a one-time 30-day open enrollment opportunity to join the new plan, without having to take a medical
    - A: Optional benefits, like Optional Life will still require a health questionnaire etc.
- Q: If I bought glasses in November can I buy glasses with the new plan within the year?
    - A: Yes you can but keep in mind that we are the owners of the new plan and that if we "take advantage" of this then this may increase our benefits in the future
- Q: If you have "Optional Insurance" in the past what happens to that?
    - A: This will be grandfathered in
- Q: What happens to prescriptions that need to be filled more regularly because you can not get a 90+ day amount due to government regulations?
    - A: This would be approved on a case by case basis but should be accepted due to the regulations
- Q: Do preventative vaccines cover the shingles vaccine?
    - A: Zostovax DIN 02375516 is eligible under the plan. Costs associated with the administration of the vaccine are not eligible but coverage for the cost of drug is covered at 100% on reasonable and customary basis
- Q: Insulin pump supplies, infusion sets, reservoirs (beyond what Ontario's ADP plan will pay), are they covered?
    - A: Yes there is coverage at 100% at reasonable and customary allowance but it is subject to medical criteria and confirmation of payment from ADP (a predetermination is strongly recommended).The plan only covers expenses that exceed ADP grant allowance
- Are continuous glucose monitors (Dexcom) covered?
    - There is coverage at 100% at reasonable and customary allowance but it is subject to medical criteria and a predetermination is strongly recommended. CGM (transmitter, receiver and sensors) systems are only covered IF medically necessary. The emphasis is on medical requirement as the

CGM must meet certain medical criteria to be considered eligible. There are specific criteria we require to determine medical necessity for the CGM system such as the last 3 HbA1Cs, the 3-month blood sugar diary prior to the start of the CGM system and the insulin adjustments for the same time frame. Medical criteria are waived for children under 13. Members in Ontario get significant coverage for insulin pumps/supplies through ADP (Assistive devices program) but incur significant out of pocket costs as well

- **Q: Are Crutches and braces covered?**
  - **A: They are covered**
- **Q: If I am term Employee will I have to reapply to the benefits plan every year?**
  - **A: There is a period of 90 days that a term Member would not need to work and would still be covered. Members would only need to reapply after this period**
  - **If you work for a month and then off for a month then you would not qualify for the plan**
- **Q: If my spouse has lost their job or there is a loss of benefits, can we apply for these benefits?**
  - **A: Yes you have a 30-day window to apply**
- **Q: What does Dental Implant Maximum mean: "lowest cost alternative treatment option" mean?**
  - **A: The plan will pay for the lowest cost of a bridge and you would the difference**
- **Q: Will the coordination of benefits be through submitting paperwork or online?**
  - **A: More than likely it will be through submitting paperwork**
  - **A: This will be used to pay the difference that the other benefit plan does not cover**
- **Q: Is there CPAP machine coverage**
  - **Yes, there is coverage at 100% at reasonable and customary allowance but it is subject to medical criteria and confirmation of payment from ADP. A predetermination is strongly recommended**



On January 19, 2018 your Educational Assistants Association celebrates its 30th Anniversary as an Independent Union. In honour of this significant milestone, the WRDSB has announced that January 19th will be Educational Assistants Association Appreciation Day!

Let's celebrate our valuable contributions in our school community!

Stay tuned for special Anniversary announcements and initiatives!

For those of you at schools without a Key EA/CYW, please consider stepping up. Most communication will be sent to Keys to share at their school sites. For those sites without bulletin board space in the staff room, please send an email to your Administrator requesting space, as stipulated in our Collective Agreement.

Mark your Calendars!

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Find all the info you need!

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