

ATTACHMENT 1

Active Employee Benefits Plan Provision Changes and Requirement for Medical Certificates

Benefit Type	Current Provision	New/Changes to Provision
Psychologist Services	\$300 per person per benefit year to \$1,000 per person per benefit year	Effective April 16, 2020, increased the maximum amount from \$300 per person per benefit year to \$1,000 per person per benefit year. Expand the psychologist services providers to include registered psychotherapist or a registered Masters of Social Work (MSW) practitioner who are members in good standing with their respective Colleges. To address the impacts of COVID-19 on the mental wellbeing of employees, the City Manager approved the implementation of this increase in April 2020.
Vision	Currently the \$80 for the eye exam is included within the vision entitlement of \$475 every 24 months	Effective August 1, 2020, provide an additional \$80 for one routine eye exam for every twenty-four (24) consecutive months.
Dispensing Fee Cap	Currently the dispensing fee cap is \$9.00	Effective August 1, 2020, the dispensing fee cap remain at \$9.00, with the exception of the dispensing fee cap for eligible compound drugs which shall be twenty-five (\$25) per prescription. The \$25 dispensing fee cap is the City's current practice, so there is no increase in costs.
Parental Leave	Currently, as a result of the 2017 change in Federal EI benefits, employees can receive the 75% top-up for the full 18-month period	For leaves that begin on or after January 1, 2021, amend the Supplemental Employment Benefits payments for pregnancy/parental leave – the amount of the top-up for employees who take pregnancy and parental leave be increased from 75% of wages to 85% of wages (less EI benefits). Employees be able to receive the 85% top-up for up to 12 months or elect to spread the same dollar value of the top-up payments over a period of up to 18 months, so that all employees will have access to the same total amount of top-up entitlement.

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Benefit Type	Current Provision	New/Changes to Provision
Erectile Dysfunction Drugs	The benefit is currently unlimited	Effective August 1, 2020, the Erectile Dysfunction medication be limited to 40 tablets every 3 months based on the first paid claim, unless there is a medically supported requirement that an employee receive a greater number of tablets.
Orthotics and Orthopedic Shoes for dependents under 18 years of age	The benefit is currently unlimited	Effective August 1, 2020, the number of Orthotics and Orthopedic Shoes for dependents 18 years of age and under be limited to 3 pairs per dependent per benefit year.
One additional Float Day	Currently 2 float days	Effective August 1, 2020, increase the number of Float Days from 2 to 3

The above noted changes for Drugs and Orthotic Devices would also flow through to the Pre-65 Retiree Benefit Plan, for Management and Non-Union employees who retire on or after the above effective dates, and who are entitled to Pre-65 retiree benefits as outlined in the Board Policy.

Medical Certificate Requirements (Effective August 1, 2020 for Management and Non-Union Employees)

(a) Employees who are absent for more than three (3) consecutive days on sick leave shall supply, to their supervisor, a certificate/note from their personal physician or nurse practitioner, within seven (7) days, providing the following information:

- (i) the first day of illness or injury;
- (ii) the first and last date the employee was seen by the physician or nurse practitioner.

The seven (7) day period may be extended by the Division Head if the employee is incapacitated to the extent that he/she is unable to produce the certificate of illness within that period.

Supervisors may exercise discretion, on a case-by-case basis to determine whether such a physician's note is required and/or when the employee must provide the note.

(b) An employee absent for more than twenty (20) consecutive working days shall:

(i) provide immediately following such twenty (20) days, a return-to-work form completed by his/her physician or nurse practitioner, in the form provided by the Board, providing the following information:

1. the date of injury or onset of illness;
2. the latest date the employee was seen by the physician or nurse practitioner;
3. whether the employee is capable of returning to work with or without restrictions and, in the event that the employee is not currently capable of returning to work, the duration the employee is unable to participate in work;
4. if the employee is or will be capable of returning to work with restrictions in the physician's or nurse practitioner's opinion relating to:
 - a. the nature of the restrictions that affect the employee's ability to return to work and the degree to which those restrictions limit that ability;
 - b. any limitations on duties assigned to the employee, that the Board is required to put in place in order to permit him/her to return to work;
 - c. the period of time the restrictions would apply; and,
5. the date of the employee's next appointment with his/her physician or nurse practitioner; and

(c) provide an updated Return-to-Work form from his/her physician or nurse practitioner, in the form provided by the Board, covering the same information, following each subsequent twenty four (24) consecutive working days of absence. The Board may request and/or the employee may provide updated return to work information within the twenty four (24) day period if necessary to support accommodation efforts; and

(d) provide the consent requested on the Board's Return-to-Work form to the HR Department.

The employer shall reimburse employees for the cost associated with filling out the Return-to-Work form up to sixty dollars (\$60).