

**FINAL
MEMORANDUM OF SETTLEMENT**

BETWEEN:

**CITY OF TORONTO
Hereinafter referred to as the "City"**

and

**CANADIAN UNION OF PUBLIC EMPLOYEES (CUPE) LOCAL 79
FULL TIME
Hereinafter referred to as the "Union"**

1. The parties herein agree to the terms of this Memorandum and the attached agreed to items set out herein in and in Appendix "A", hereto as constituting full settlement of all matters in dispute. This settlement is subject to ratification by the principals of the respective parties.
2. The undersigned representatives of the parties do hereby agree to recommend complete acceptance of all the terms of this Memorandum to their respective principals for ratification. The Union hereby agrees to present the terms of this Memorandum for ratification no later than March 24, 2025.
3. The parties herein agree that the term of the Collective Agreement shall be from January 1, 2025 to December 31, 2028.
4. The parties herein agree that the said Memorandum shall amend the Collective Agreement that expired on December 31, 2024 and become the Collective Agreement between the parties effective January 1, 2025.

Dated at Toronto this 8th day of March 2025



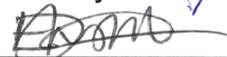
For the Union



Sean Milloy



For the Union



Elizabeth Kamande-Kinyanjui



For the Union



Angie Conte



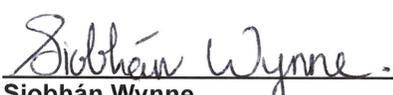
For the Union



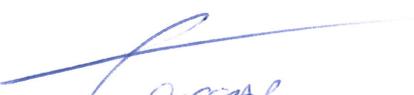
Michelle Rolston



For the Union



Siobhán Wynne



For the Union


CESAR
SERPATAO

ARTICLE 6 WAGES AND SALARIES

Across-the-Board Wage (ATB) Increases

Four (4) year term with ATBs effective as follows.

- January 1, 2025 – Wage grades 1 – 8, \$1.65/hour added to base
- January 1, 2025 – Wage grade 9, \$1.60/hour added to base
- January 1, 2025 – Wage grade 10 and above 3.95%
- January 1, 2026 – 3.9%
- January 1, 2027 – 3.8%
- January 1, 2028 – 3%

Wage Grade Adjustments:

The Parties agree that effective January 1, 2025, the following positions shall be paid at the New Wage Grade below. Existing incumbents will move to the corresponding step in the identified wage grade (e.g. employees at step 1 on the existing wage schedule will move to step 1 on the new schedule). An employee's progression through the grid will continue as normal.

The parties acknowledge and agree that the revised New Wage Grade schedule is being put into place outside of the usual job evaluation process in order to respond to specific skills shortages and pressures in the job market. These changes are without prejudice to the existing job evaluation process and shall not be referenced by either party during any future job evaluation exercises. The original job evaluation ratings of the positions remain proper and valid for all other purposes including pay equity.

Job Title	Current Wage Grade	New Wage Grade
Municipal Standards Officers1 (TF0233)	12	13
Registered Nurse LTC (TF0179)	12	13
Registered Nurse Public Health (TF0180)	12	13
Registered Nurse SSHA (TF4179)	12	13
Registered Practical Nurse LTC (TF0181)	8	9
Registered Practical Nurse SSHA (TF4181)	8	9
Quality Control Officer (TF0239)	8	9
Family Support Worker (TF0085)	11	12
Healthy Environments Officer (TF0168)	11	12
Public Health Dietician (TF0175)	12	13

2024 Wage Grade 13

1	2	3	4
\$ 43.58	\$ 44.89	\$ 46.31	\$ 47.75

2024 Wage Grade 12

1	2	3	4
\$ 41.33	\$ 42.59	\$ 43.89	\$ 45.26

2024 Wage Grade 11

1	2	3	4
\$ 39.14	\$ 40.35	\$ 41.61	\$ 42.88

2024 Wage Grade 9

1	2	3	4
\$ 35.17	\$ 36.25	\$ 37.36	\$ 38.53

2024 Wage Grade 8

1	2	3	4
\$33.34	\$34.38	\$35.45	\$36.55

Special Market Adjustments:

The Parties agree to the following one-time market adjustments for the classifications listed below prior to the application of the applicable across-the-board increase.

Job Title	Job Code/ Wage Grade	Adjustment Pre-ATB January 1, 2025
Nurse Practitioner*	TF0462/ WG16	\$2.50
Call Taker Paramedic Services	TF5080/ WG9	15%
Call Taker Comms Training Officer	TF5118/ WG10	15%
Emergency Medical Dispatcher	TF4048/ WG11	15%
Communication Training Officer	TF4039/ WG12	15%
Senior Emergency Medical Dispatcher	TF4059/ WG13	15%
Law Clerk	TF0258/ WG11	\$1.50
Prosecutor 1	TFS340/ WG16	\$2.00
Prosecutor 2	TFS263/ WG13	\$2.00
Associate Corporate Buyer	TF0557/ WG9	\$1.00
Corporate Buyer	TFS291/ WG11	\$1.00
Senior Corporate Buyer	TFS297/ WG13	\$1.00
Sourcing Specialist	TF0559/ WG14	\$1.00
Public Health Nurse	TF0177/ WG13	\$1.00
Public Health Inspector	TF0176/ WG13	\$1.00

*This increase is based on the market-adjusted rates agreed to by the parties on January 5, 2023.

Registered Nurse LTC (TF0179) - \$1 added to base on January 1, 2026, prior to the application of the 2026 ATB.

				Current Rates				15% Adjustment			
		Grade	Wage Grade	Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
TF5080	Call Takers Paramedic Services	79A9	9	\$35.17	\$36.25	\$37.36	\$38.53	\$40.45	\$41.69	\$42.96	\$44.31
TF5118	Call Taker Comms Training Officer	79B0	10	\$37.11	\$38.25	\$39.44	\$40.65	\$42.68	\$43.99	\$45.36	\$46.75
TF4048	Emergency Medical Dispatcher	79B1	11	\$39.14	\$40.35	\$41.61	\$42.88	\$45.01	\$46.40	\$47.85	\$49.31
TF4039	Communication Training Officer	79B2	12	\$41.33	\$42.59	\$43.89	\$45.26	\$47.53	\$48.98	\$50.47	\$52.05
TF4059	Senior Emergency Medical Dispatcher	79B3	13	\$43.58	\$44.89	\$46.31	\$47.75	\$50.12	\$51.62	\$53.26	\$54.91

Continuation of Existing Special Market Adjustments

The Parties agree to permanently apply the special market adjustments for staff in the City Planning division negotiated in the November 16, 2022 MOA. All other terms and conditions of the MOA remain in effect. The negotiated ATB wage increases will be applied in the normal course.

MLS Adjustment

The employer confirms that it is exploring the introduction of a Zoning Examiner (TF0255) position in Municipal Licensing and Standards. The employer agrees that if such a position is introduced in MLS, it will be paid at the modified level (i.e. wage grade 16) established in the June 1, 2023 Memorandum of Agreement regarding special market adjustments for Toronto Building staff.

Forepersons within the Parks & Recreation Division

The Parties agree to meet within ninety (90) days of the ratification of the Collective Agreement to discuss the structure and wage grade alignment of the following classifications with the Parks & Recreation Division:

- Foreperson Farm TF4017
- Foreperson Golf TF4478
- Foreperson Parks 1 TF4023
- Foreperson Parks 2 TF4024
- Foreperson Sports Field TF4473

Failing agreement with respect to the structure and wage grade alignment for the above noted positions, the Parties can remit the matter to arbitration in accordance with Appendix B – Job Evaluation Schedule “A”.

AMEND clause 6.09 as follows:

Shortage of Pay

6.09

In the event that an employee’s pay has a shortage of seven (7) hours’ pay or more, and the employee **notifies their supervisor ~~so requests~~** within three (3) working days of the pay date for the bi-weekly pay period in which the shortage occurred, the Employer shall make every effort to rectify the shortage within three (3) working days from the **date time that the employee first notifies their Supervisor. ~~the appropriate payroll services representative.~~**

**LETTER OF INTENT
INTERIM ALTERNATE PROCESSES FOR CLAUSE 6.10**

AMEND Letter of Intent as follows:

**LETTER OF INTENT
INTERIM ALTERNATE PROCESSES FOR CLAUSE 6.10**

The parties agree that the following terms will apply January 1, **2025 2020**, until December 30, **2028 2024**, unless terminated by either party in accordance with section 6 of this Letter of Intent. If the parties agree, the terms of this Letter of Intent may be extended by mutual agreement in writing.

1. In the event of an overpayment in an amount that exceeds one thousand dollars (\$1,000):
 - (a) The City shall advise the employee in writing of such overpayment and will outline the reason(s), the amount of the overpayment and the date(s) on which the overpayment occurred.
 - (b) In the event that the overpayment has been made to:
 - (i) an existing employee, the letter will ask the employee to contact the City within twenty (20) working days in order to establish a repayment schedule. The employee shall have the option of using his/her vacation or accumulated lieu time as part or all of the repayment schedule. The recovery schedule shall not exceed the maximum permitted by the Wages Act, R.S.O., 1990, as amended, unless the employee agrees otherwise;
 - (c) Should the employee disagree with the proposed recovery schedule, or fail to arrange repayment of the outstanding amount, the City shall meet with the employee to clarify the overpayment. The employee may be accompanied by a Union Representative should he/she so request. The letter will advise the employee that, if the employee does not respond within the time required, the City will invoke the adjudication procedure. The City shall send a copy of the letter to the Union within five (5) days with details of the amount claimed and (for existing employees) the City’s repayment schedule or (for former employees) a request to pay the total amount outstanding.
 - (d) If there is no response to the letter, the City will make contact with the Arbitrator (from an agreed to list) to determine a suitable date for hearing. This will be done by email, with a copy to the Union’s Recording Secretary and its contact person. The Union will be part of the process of setting a hearing date which will occur within the following thirty (30) working days.
 - (e) Once a hearing date is determined, the City will send the employee a letter, which gives notice of the hearing. The City sends a copy of this letter to the Union and to the Arbitrator. The copy to the Arbitrator should include details of the amount claimed by the City, and its proposed repayment schedule, if one is proposed by the City.
2. (a) The City will schedule a hearing for one (1) employee per hour on the dates determined for hearing the overpayment claims. After hearing submissions from both the City and the Union, the Arbitrator will issue a brief decision, either orally or in writing, directing the repayment of any amount determined to have been an overpayment and the schedule, if any, pursuant to which such repayment is to be made. The Union and

Management will have no more than three (3) representatives at any hearing, inclusive of counsel or consultants.

- (b) The hearing referred to in 2(a) will consist solely of a review of the documentation that supports the City's overpayment claims. No witness shall be called at the hearing; the positions of the parties will be advanced through oral and/or written submissions. If either the City or the Union require a witness to testify, or wishes to raise a matter of principle (including, but not limited to, the impact on the obligation of an employee to repay a debt to the City when on WSIB or LTD benefits, or having exhausted sick leave), the hearing under 2(a) will be cancelled and the overpayment claim will be referred to the usual arbitration process.
3. Both parties are required to produce all documents and supporting information reasonably requested upon which they intend to rely no later than two (2) weeks prior to the date scheduled for the hearing.
4. If an employee does not arrive at the hearing at the appointed time, the matter will be stood down for half an hour in case of a late arrival, although during this time the City will explain the nature of the claim against the employee to the Union and the Arbitrator. The City will establish that it has complied with the notice requirements set out above and the amount that the employee is required to repay the City. If such liability is established the Arbitrator will direct the employee to repay the overpayment to the City, in full, subject to any submissions made by the Union regarding a repayment schedule.
5. If the employee attends the hearing:
 - (a) The City will make its submissions, referring to those documents upon which it relies, and explain how it arrives at its claim for the overpayment. The City will also explain what repayment schedule, if any, it proposes.
 - (b) The Union may make such inquiries as it thinks necessary.
 - (c) At the close of the City's explanation, the Union will have an opportunity to meet with the employee.
 - (d) The hearing will reconvene and the Union and/or the employee will make such submissions as they wish to make. If the employee claims underpayment by the City, the Union will explain the nature of the claim and the City may make such inquiries as it thinks necessary.
 - (e) If liability is established a repayment schedule will be determined.
 - (f) The award issued will provide for the full amount owing becoming immediately due and payable in the event of the default in any repayment schedule ordered. The award of the Arbitrator will be final and binding.
 - (g) The repayment schedule, if any, will be prepared and signed immediately after the hearing of each claim, and a copy of the repayment schedule will be given to the employee.
 - (h) It is understood that employees who attend the hearing during regular working hours will suffer no loss of wages.
 - (i) Notwithstanding (g) above, if an employee is able to provide objective evidence that there has been a substantial and material change in his/her financial situation that was unforeseen at the time of the original hearing, the employee may approach the Union with a view to requesting the Arbitrator to vary the schedule. In this event, the Union will in writing request the City to convene a hearing for the Arbitrator to consider the request.
6. Either party may terminate this Letter of Intent by providing the other with sixty (60) days' notice in writing. Following the delivery of such notice, clause 6.10 shall apply.

ARTICLE 7 PREMIUM PAY PROVISIONS

ADD NEW clause 7.01 (c) as follows:

7.01 (c)

(iv) Where an employee is reassigned to a new division and lieu time is owed to the employee, they will be paid for that lieu time by the original division. Any pre-scheduled lieu-time or agreement to carry over lieu time under 7.01 (c) (iii) will be subject to approval by the new division.

AMEND clause 7.04 as follows:

7.04 (a)

Each employee of the City coming within the Local 79 Unit who, as part of a regularly scheduled work week works on a shift, any part of which, exclusive of overtime, falls within the hours of 7:00 p.m. of any day and 6:00 a.m. of the next following day, shall be paid for all hours worked on such shift, a bonus of one dollar and **thirty-five four cents (\$1.35)** ~~(\$1.04)~~ per hour provided that no such bonus shall be paid where premium pay is paid.

7.04 (b)

Each employee coming within the Local 79 Unit who works on a regularly scheduled rotating shift shall be paid in addition to the regular wage or salary, a shift bonus of one dollar and **thirty-five four cents (\$1.35)** ~~(\$1.04)~~ per hour, for each day, afternoon or night shift from time to time worked by such employee as part of a regularly scheduled twenty-four (24) hour, seven (7) day per week rotating shift schedule.

7.04 (c)

Each employee coming within the Local 79 Unit who works a regularly scheduled day shift on a Saturday and/or Sunday shall be paid a premium of one dollar and **thirty-five four cents (\$1.35)** ~~(\$1.04)~~ per hour for all regular hours worked on that Saturday and/or Sunday, provided the employee is receiving no other premium or bonus pay for hours worked on such day(s).

7.04 (d)

Each employee of the City coming within the Local 79 Unit who, as a part of a regularly scheduled work week, works on the afternoon and/or night shift ending on a Saturday and/or Sunday, shall be paid a week-end/shift bonus premium of two dollars and **seventy-eight cents (\$2.70)** ~~(\$2.08)~~ per hour for all regular hours worked on such scheduled shift. The weekend/shift bonus premium shall be in lieu of the provisions of clauses 7.04(a), (b) and (c).

ARTICLE 9 DESIGNATED HOLIDAYS

AMEND clause 9.04 (b) as follows:

9.04(b)

A new employee must complete his/her probationary period with the City as set out in clause 4.01 before qualifying for the floating holidays. **Following completion of the probationary period, floating holidays will be pro-rated for the remainder of the year as follows:**

- **On or before April 30, employee will receive three (3) floating holidays;**
- **May 1 up to and including August 31, employee will receive two (2) floating holidays;**
- **After August 31, employee will receive one (1) floating holiday.**

ARTICLE 11
11A – ILLNESS OR INJURY PLAN

AMEND clauses 11A.09 (b), (c) and (d) as follows:

11A.09 (b)

Refreshing of IIP Days – January 1st

An eligible employee not covered by clause 11A.09(a), who is not actually at work on his/her first regularly scheduled work day on or after January 1st and immediately prior has been absent due to illness or injury or unauthorized absence and either in receipt of IIP days or has exhausted his/her IIP days, will not receive his/her refreshed IIP days until he/she has actually returned to work for a period of at least **four two (42)** continuous weeks.

11A.09(c)

An employee covered by clauses 11A.09(b) and 11A.11(b) shall continue to retain any remaining IIP days from the previous year and any capped sick pay credits, if any, until he/she has returned to work for **four two (42)** continuous weeks.

11A.09 (d)

In addition to the objectives set out in clause 12.08, the Benefits Monitoring Committee may address the following issues, in special circumstances:

- (i) refreshing an employee's IIP days prior to the **four two (42)** continuous week period referred to in 11A.09(b);
- (ii) the identification and correction of errors or omissions with respect to an employee's IIP refreshed days;
- (iii) the provision of additional IIP days in circumstances where an employee suffers more than one unrelated illness or injury or exhausts IIP days due to Ill Dependant Leave and has no frozen Sick Bank credits and vacation.

ARTICLE 12
EXTENDED HEALTH CARE/DENTAL/GROUP LIFE AND LONG TERM DISABILITY INSURANCE

AMEND clause 12.02 (a) as follows:

12.02 (a)

Extended Health Care Benefits

The City will provide for all employees by contract through an insurer selected by the City an Extended Health Care Plan which will provide extended health care benefits. The City shall pay hundred percent (100%) of the premiums which will include any premiums payable under The Health Insurance Act, R.S.O. 1990, as amended.

All eligible expenses are subject to Reasonable and Customary Fee Schedules as developed and updated by the Benefits Carrier.

...

(iv) Services of a licensed chiropractor, osteopath, podiatrist, chiropodist, speech therapist, or Registered Massage Therapist (after OHIP ceases to pay for treatment) to a maximum of four hundred **and fifty** dollars **(\$450.00) (~~\$400.00~~)** per person, per practitioner, per benefit year. Alternatively, eligible persons will have the option of combining the cost toward one (1) particular benefit to a maximum of **nine eight** hundred dollars **(\$900.00) (~~\$800.00~~)** per person, per benefit year. It is understood that services of the above mentioned Registered Massage Therapist will require a prescription from a Physician, Surgeon or Osteopath in accordance with the Medicine Act, 1991, or Nurse Practitioner in order to be eligible for reimbursement.

For prescriptions from an Osteopath, the Osteopath must be a member of an Osteopathic Association.

Note: For clarity, the City will apply clause 12.02(a)(iv) of the Collective Agreement on the basis that the doubling up of the paramedical benefits pursuant to the clause permits employees to elect to receive a maximum of **nine eight** hundred dollars **(\$900.00) (~~\$800.00~~)** for any one (1) paramedical service and four hundred **and fifty** dollars **(\$450.00) (~~\$400.00~~)** for four (4) of the five (5) remaining paramedical services for a maximum benefit of two thousand and **seven four** hundred dollars **(\$2,700.00) (~~\$2,400.00~~)** per person per benefit year. It is understood that services of

the above mentioned Registered Massage Therapist will require a prescription from a Physician, Surgeon or Osteopath in accordance with the Medicine Act, 1991, or Nurse Practitioner in order to be eligible for reimbursement.

(vi) Psychologist services, to a maximum of one thousand **five hundred dollars (\$1, 500) (\$1,000)** per person per benefit year. Psychologist services providers are registered psychologists, registered psychotherapists or a registered Masters of Social Work (MSW) practitioner who are members in good standing with their respective Colleges. **(NTD Effective January 1st, 2026)**

(vii) Up to **five hundred four hundred and fifty dollars (\$500.00) (\$450.00)** per person in any twenty-four (24) consecutive month period for contact lenses and/or eyeglasses prescribed by an ophthalmologist or licensed optometrist. This coverage can also be used towards laser surgery. In addition, up to **one hundred eighty dollars (\$100.00) (\$80.00)** for one (1) routine eye exam every twenty-four (24) consecutive months.

GreenShield Canada (GSC) Biosimilar policy

The parties agree to adopt the GSC Biosimilar policy, with implementation no sooner than January 1st, 2026.

GSC Gender Affirmation Care

The parties agree to add the GSC Gender Affirmation Care Benefit:

\$10,000 lifetime maximum for any necessary medical care supported by a medical doctor for gender affirming care, which is not otherwise covered by a provincial health plan (e.g., OHIP).

GSC Family Building Benefit

The parties agree to add the GSC Family Building Benefit:

\$10,000 lifetime maximum per family for any necessary medical or legal costs related to family building (e.g. Fertility Services, Surrogacy, Adoption).

AMEND clause 12.06 (f) as follows:

Expedited Process

12.06(f)

In the event that a difference arises relating to the interpretation, application or administration of said procedure clause 12.06(e), the following expedited dispute resolution procedure shall be followed:

(iii) if either party refers the matter in dispute to an expedited arbitration process, the dispute shall be heard by any of the following arbitrators who is available to hear the matter within ten (10) working days of its referral:

W. Kaplan L. Davie K. Petryshen

D. Starkman **D. Randall**

ARTICLE 13 PENSIONS AND RETIREMENT

AMEND clause 13.01 (f) and DELETE clause 13.01 (g) as follows:

13.01(f)

i. Each new **temporary** employee ~~who works other than on a continuous full-time basis and who was hired on or after May 11, 2000 shall be eligible, as a condition of employment, to join the OMERS pension plan effective the date of their employment, on January 1st following any two (2) consecutive calendar years where, in each year, such employee;~~

(i) ~~has earned at least 35% of the Year's Maximum Pensionable Earnings (YMPE) under the Canada Pension Plan, or~~

(ii) ~~has been paid or deemed to have been paid 700 hours.~~

ii. An existing employee who is not permanent as per 13.01 b) and is not currently enrolled in the OMERS plan shall be eligible to join the OMERS pension plan at their discretion.

13.01(g)

~~All temporary employees hired prior to May 11, 2000 shall have the option to enrol in the OMERS plan as outlined in 13.01(f) (above).~~

AMEND clause 13.06 as follows:

13.06

If an employee continues on WSIB after the first day of the fifth month following the date of disability, ~~the OMERS disability elimination period shall continue~~ and the employee is not approved for an OMERS disability waiver or declines the OMERS disability waiver benefit, the employee and the employer will continue making their normal pension contribution based upon the current salary. ~~The disability elimination period shall end.~~ This clause shall apply until the earlier of the date the employee returns to work, ceases employment or the WSIB benefits cease.

ADD NEW clause 13.XX as follows:

In the event that during the term of this collective agreement there is any change in OMERS policies or practices, the parties agree that the city shall immediately implement such changes and the terms of this collective agreement shall be deemed to have been amended. For purposes of clarity in the event there is a conflict with any existing terms in the agreement, the changes in OMERS shall prevail and apply.

ARTICLE 14 TRANSFERS

AMEND clause 14.02 as follows:

14.02 (e)

A permanent employee who has been transferred into a temporary vacancy in accordance with this article, shall not be considered for another transfer for the entire duration of the temporary vacancy or to a maximum of eighteen (18) months, whichever occurs first.

14.02 (f)

A permanent employee who has been transferred into a permanent vacancy in accordance with this article, shall not be considered for another transfer for a period of one (1) year.

14.02 (g)

A probationary employee shall not have the right to submit a transfer request until such time as they have completed their probationary period.

14.02 (h)

An employee who accepts a transfer will retain the right to apply to a different job classification, or a permanent vacancy in the same classification under Article 15 (Job Postings).

ARTICLE 15 JOB POSTINGS

AMEND clauses 15.01 (e) and (f) as follows:

15.01(e)

The Chief People Officer, People & Equity Executive Director of Human Resources shall:

- (i) Arrange for the posting of available permanent positions and/or temporary assignments covered under this Article. ~~Effective one hundred and fifty (150) days following the date of ratification of this Collective Agreement, such vacancies shall only be posted on the City's job posting portal.~~

(ii) Provide electronic copies of Job Postings covered under this Article to the Recording Secretary of Local 79 prior to the posting.

15.01(f)

Job Postings will be issued and shall state:

x) the assessments, if any, which candidates must undergo for the permanent position and/or temporary assignment. ~~Will be held in the Human Resources Division unless otherwise indicated;~~

AMEND Clause 15.02 as follows:

15.02

Permanent positions and/or temporary assignments will be posted within the Toronto Public Service. The first consideration will be given to internal applicants and outside advertising will only take place in the event that the **Chief People Officer, People & Equity Executive Director of Human Resources** and the Division Head concerned believe that there may not be employees within the Toronto Public Service with the qualifications required. In this event, the permanent position and/or temporary assignment will be ~~posted advertised~~ simultaneously inside and outside the Toronto Public Service.

AMEND clause 15.03 (a), (c) and DELETE clause 15.03 (d) as follows:

15.03(a)

(i) Applications for available permanent positions and temporary assignments shall be made as directed on the job posting. ~~Employees shall retain the right to submit hard copy application(s) until December 31, 2017.~~

(ii) An employee may apply for a permanent position in his/her classification outside his/her present section or in a classification that is at the same, or higher or lower rate of pay than his/her present classification.

(iii) A temporary employee may also apply for a permanent position within his/her job classification and present section.

(iv) An employee who was considered for a transfer under Article 14 for the same specific posted position/assignment and who was assessed and deemed not qualified, shall not be considered when the same specific position/assignment is then posted under this Article, provided that the position is posted within **three (3) two (2)** months from the date the employee was assessed.

15.03(c)

An employee whose application has been rejected because of insufficient qualification(s) for the permanent position and/or temporary assignment shall be notified in writing at least **five (5) seven (7)** calendar days prior to the date of the assessment. An employee whose application is rejected, may contact the **People & Equity Human Resources** representative to receive feedback on the reason(s) why his/her application was rejected.

AMEND clause 15.08 as follows:

Feedback

15.08

A candidate who wishes to receive feedback on his/her assessment may, within forty-five (45) days of notification of his/her assessment results, contact the **People & Equity Human Resources** Division who will arrange an appointment for the candidate to meet with the appropriate staff (i.e. someone involved in assessing the candidate). During the appointment the candidate will be provided with feedback on his/her interview and/or the opportunity to review his/her written test paper.

ADD NEW clause 15.XX as follows:

15.XX Remaining in Position/Assignment

A successful candidate who accepts an offer to a posted permanent position/temporary assignment, will not be eligible to have their application considered for a future job posting for a period of twelve (12) months from the effective date or the length of the original assignment, whichever is shorter, except as follows:

- (i) The job change would constitute a change to "permanent" status; or
- (ii) The job constitutes a promotion (higher rate of pay).

AMEND clauses 15.12 (a) and (c) as follows:

Candidate and Eligibility Lists

15.12(a)

A list of the qualified candidates from each Job Posting shall be either:

- (i) a Candidate List which shall only be valid for the filling of the posted permanent position(s) and/or temporary assignment(s) and for any
- (ii) additional vacancies in the specific position(s)/assignment(s) not known at the time of the posting, that become available within a period of **three (3) ~~two (2)~~** months after the posted permanent position(s) and/or temporary assignment(s) have been filled, or
- (iii) an Eligibility List which shall be valid for the filling of posted current and/or future permanent positions and/or temporary assignments in the specific position(s) that were the subject of the Job Posting during the period that the Eligibility List is in effect.

Upon request, an electronic list of qualified candidates and their seniority will be supplied to Local 79 for any specific job posting. The identity of non-Local 79 candidates will not be included.

15.12(b)

The Candidate List or Eligibility List will be formed in accordance with clauses 15.04 or 15.10, as the case may be. Eligibility Lists will become effective upon receipt by the Division concerned. Subject to sub-clause 15.12(f) below, Eligibility Lists will be used to select the successful candidate for each successive permanent position and/or temporary assignment which arises during the period that the Eligibility List is in effect.

15.12(c)

An Eligibility List shall remain in effect for six (6) months **after the posted permanent position(s) and/or temporary assignment(s) have been filled** unless depleted (i.e. there are no candidates left on the list) before that time. If the Eligibility List is depleted; or upon the expiry of the six (6) months, whichever comes first, the City may:

- (i) Replenish the Eligibility List by considering applicants from the original posting who were not considered in accordance with 15.05(d); or
- (ii) Post the permanent position(s) and/or temporary assignment(s) in accordance with this Article.

AMEND clause 15.14(a) and ADD NEW clause 15.14 (d) as follows:

15.14(a)

Should a reversion be necessary or requested by an employee who was a permanent employee prior to his/her promotion to either a permanent position or temporary assignment, the employee shall be reverted to his/ her former position and wage rate, if the position has not been filled during the interim period. If the former position has been filled, the employee will be reverted to a position reflecting the wage rate earned by the employee prior to the placement. The time served in the position prior to his/her promotion to either a permanent position or temporary assignment will count towards the service required to qualify for an increment as set out in clauses 6.03 and 6.04 of Article 6. **Only one reversion may be requested by the employee per calendar year.**

15.14 (d)

Should a reversion be necessary or requested by an employee who was a temporary employee prior to their promotion, the employee shall be reverted to their former assignment and wage rate, if the assignment is available. Only one reversion may be requested by the employee per calendar year.

DELETE Letter of Intent Electronic Job Postings and Applications as follows:

~~LETTER OF INTENT
ELECTRONIC JOB POSTINGS AND APPLICATIONS~~

~~Within 120 days of the ratification of the Collective Agreement, the City shall:~~

- ~~1. Ensure that all employees are provided with the link and instructions on how they can access the City's job posting portal through the City's Intranet site and through the internet.~~
- ~~2. Explore opportunities where touch down sites may be made available to employees in various work locations for the purpose of accessing the City's HR Job Posting Portal to view and submit job applications. Such touchdown sites will provide employees with access to the City's Internal HR web.~~
- ~~3. Provide employee information sessions at various work locations on how to access and apply to electronic job postings using the City's job posting portal. Such information sessions shall be offered at least four times (4) per year in the first year of the Collective Agreement and then at least twice a year for the life of the Collective Agreement. These sessions shall include the following information:
 - ~~• how to access the City's job posting portal~~
 - ~~• how to submit an electronic application using the City's job posting portal~~
 - ~~• the need for applicants to tailor their job application (resume and cover letter) to the posted job.~~~~

~~An employee wishing to attend these sessions may, upon supervisor approval, register for such sessions. Requests to attend these sessions will not be unreasonably denied.~~

- ~~4. Meet with the Union to discuss the implementation of the above initiatives.~~
 - ~~5. Provide the Union with a copy of any communications provided to employees regarding the implementation of the above initiatives.~~
- ~~It is understood that any disputes arising from the operation of this Letter of Intent shall not be the subject of a grievance.~~

~~This Letter of Intent shall expire on December 30, 2019.~~

**ARTICLE 17
LEAVE OF ABSENCE**

ADD NEW clause 17.21 (b) as follows:

17.21(a)

Upon request from Local 79, the City shall provide a full time leave of absence with pay and full benefits for the Chief Steward and four (4) Unit Officers of Local 79. In addition the three (3) Unit Officers representing the Long Term Care Homes and Services Part-Time, Unit B Part-Time and Recreation Workers Part-Time, or alternates as designated by Local 79 will be granted leaves of absence of five (5) days per week without loss of pay or benefits. The leave of absence for the Chief Steward and Unit Officers shall result in no loss of seniority or service.

(b) The Union shall ensure that employees on leave in accordance with Article 17.21(a) record their time and attendance in accordance with the Collective Agreement. Vacation will be taken and managed in accordance

with the Collective Agreement. In no circumstances will an employee be paid out for unused vacation except as provided for in Article 10.04(a).

ARTICLE 20 SENIORITY & SERVICE

ADD NEW clause 20.09 as follows:

Carriage of Seniority to a Part-Time Bargaining Unit

20.09

An employee covered by the Local 79 City of Toronto Full-Time Collective Agreement who moves to a part-time position in a Part Time Local 79 Collective Agreement shall carry their seniority and service as calculated, defined and prescribed in their respective Collective Agreement.

ARTICLE 23 NOTICE OF CONTRACTING OUT

Amend clause 23.01 (e) as follows:

23.01 (e)

Should the City contract out or privatize any bargaining unit work, no permanent employee with fifteen (15) years of seniority as at December 31, ~~2028~~ 2024 shall lose his/her employment as a result of contracting out or privatization. Employees affected as a result of contracting out shall have access to the provisions of Article 21.

ARTICLE 33 TERM OF AGREEMENT AND NOTICE TO BARGAIN

AMEND clause 33.01 as follows:

33.01

This agreement shall remain in force from the 1st day of January, ~~2025~~ until and including the 31st day of December, ~~2028~~ and from year to year thereafter, unless either party gives written notice to the other party within the ninety (90) day period prior to the termination of this Collective Agreement that it desires termination or amendment of this Agreement.

ARTICLE 35 HEALTH AND SAFETY

DELETE Letter of Intent Health and Safety Summit as follows:

~~LETTER OF INTENT HEALTH AND SAFETY SUMMIT~~

~~The City agrees to work with the two (2) full-time Local 79 Health and Safety Representatives (appointed as per clause 35.02) to organize a Health and Safety Summit which will be held once during the term of the Collective Agreement. The parties may, by mutual agreement, hold additional Summits. The purpose of the Summit will be to jointly review initiatives, problem solve and discuss strategies and in addition, strategies for targeting zero injuries and accidents. The City will grant paid leave of absence for attendance at the Health and Safety Summit for one Local 79 member of each City of Toronto Health and Safety Committee, as elected/selected by the Local 79 members of the Committee. Local 79 and the City will share equally any additional costs of the day which are agreed to by the parties.~~

MEMORANDUM OF AGREEMENT ITEMS

ADD NEW MEMORANDUM OF AGREEMENT as follows:

Article 6
WAGES AND SALARIES

Memorandum of Agreement
Nurse Recent and Related Experience

A Nurse hired by the City with recent and related experience may claim, at the time of hiring, on a form supplied by the Division, consideration for such experience. The nurse shall co-operate with the City by providing verification of previous experience so that their recent related clinical experience may be determined and evaluated during their probationary period. Where, in the City's opinion, such experience is relevant, the employee shall be slotted in that step of the wage progression consistent with one (1) year's service for every one (1) year of related experience in the classification, up to the maximum of the wage schedule, on the completion of the employee's probationary period.

If a period of more than two (2) years has elapsed since the nurse has occupied a full-time nursing position, then the number of years of related experience to be recognized if any, shall be at the discretion of the City. Any wage adjustments will be effective at the commencement of the next pay period, following the completion of the evaluation. It is understood and agreed that this shall not constitute a violation of the wage schedule of the Collective Agreement.

ADD NEW MEMORANDUM OF AGREEMENT as follows:

Article 10
VACATION

Memorandum of Agreement
Children's Services Vacation Scheduling

The parties agree to meet within ninety (90) days after the ratification of the Collective Agreement for the purposes of reviewing the vacation policy and process for scheduling vacation.

ADD NEW MEMORANDUM OF AGREEMENT as follows:

Memorandum of Agreement
Remote - Hybrid Work Arrangements

The parties agree to meet within ninety (90) days of the ratification of the Collective Agreement to discuss issues related to the City's Remote Work Policy - Hybrid Work.

ADD NEW MEMORANDUM OF AGREEMENT as follows:

Article 16
GRIEVANCE PROCEDURE

Memorandum of Agreement
Expedited Grievance Procedure

The parties agree to meet within ninety (90) days of the ratification of the Collective Agreement for the purpose of implementing a pilot project in one of the following divisions, i) Court Services or ii) Legal Services to be mutually agreed upon by the parties. The pilot project will reduce the number of steps in the grievance process by one (1), to expedite the hearing and processing of grievances. Once it is determined in which division the pilot project will be implemented, the parties agree the pilot project will run for a period of six (6) months only. After the six (6) month period, the parties commit to meeting to review and assess the success and challenges encountered during the pilot. After having met to assess the success and challenges, the parties may mutually agree to expand or renew the pilot project.

Housekeeping

1. Replace '**Executive Director of Human Resources**' with '**Chief People Officer**' in all instances throughout this agreement - Union's counterproposal of February 20, 2025 (Union #8)
2. Replace '**Human Resources**' with '**People & Equity**' in all instances throughout this agreement.

Letters of Intent

This confirms that all letters of intent are renewed unless otherwise amended or deleted herein.

APPENDIX A

**CITY OF TORONTO AGREED TO ITEMS
TO THE CUPE LOCAL 79 FULLTIME COLLECTIVE AGREEMENT
March 7, 2025**

AGREED ITEM	DATE AGREED
Renew Appendix "C" Carriage of Seniority Memorandum of Agreement	March 7, 2025
Renew Appendix "C" Tri-Partite Memorandum of Agreement	March 7, 2025
Renew Memorandum of Agreement Item - Critical/Serious Incident or Accident	March 7, 2025
Renew Memorandum of Agreement Item - Report Review-Temporary Employee and Alternate Rate Reviews	March 7, 2025
Renew Memorandum of Agreement Item - Training to Improve Opportunities for Internal Mobility	March 7, 2025
Renew Memorandum of Agreement Item – Joint Benefits Committee	March 7, 2025
Renew Memorandum of Agreement Item - Domestic Violence / Intimate Partner Violence Policy	March 7, 2025
Renew Memorandum of Agreement Item – Crisis Prevention Intervention Training	March 7, 2025
Article 17.01 (a) Leave of Absence - Bereavement Leave	February 17, 2025
New MOA Expedited Arbitration	February 4, 2025
Renew Memorandum of Agreement Item – Gender Neutral Pronouns	January 7, 2025
Renew Memorandum of Agreement Item – Long Service Temporary Employees	January 7, 2025
Renew Memorandum of Agreement Item – Transition to IIP	January 7, 2025
Renew Memorandum of Agreement Item – Bulletin Boards	January 7, 2025
Renew Memorandum of Agreement Item – Private Duty Nursing	January 7, 2025
Renew Memorandum of Agreement Item – Correspondence to Local 79	January 7, 2025

+

CUPE LOCAL 79
AND
CITY OF TORONTO
FULL-TIME COLLECTIVE AGREEMENT

MEMORANDUM OF AGREEMENT ITEMS
EXPEDITED ARBITRATION

ADD NEW Memorandum of Agreement item – Expedited Arbitration as follows:

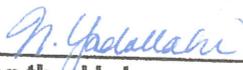
Article 16
GRIEVANCE PROCEDURE
Memorandum of Agreement
Expedited Arbitration

The parties agree to meet within ninety (90) days after the ratification of the collective agreement for the purpose of jointly implementing an expedited arbitration process that shall include but not be limited to the following:

- i Identification of grievances suitable for expedited arbitration
- ii The option of scheduling multiple grievances to be heard by an arbitrator on a single day
- iii Establish a list and/or process to select Arbitrators for Expedited Arbitration

Flow through to all Part-Time Collective Agreements.

DATE AGREED: FEBRUARY 4, 2025



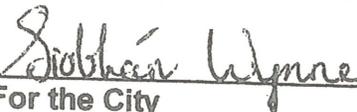
For the Union



For the City



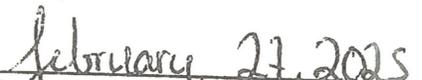
For the Union



For the City



Date Signed Off



Date Signed Off

**CUPE LOCAL 79
AND
CITY OF TORONTO
FULL-TIME COLLECTIVE AGREEMENT**

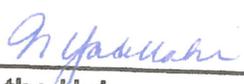
**ARTICLE 17 Leave of Absence
Bereavement Leave**

Amend clause 17.01(a) as follows:

Bereavement Leave

17.01(a) An employee who is absent from work solely due to the death and/or funeral of the father, mother, father-in-law, mother-in-law, step-parents, son, daughter, brother, sister, step children, step-brothers, step-sisters, same-sex partner, **their Indigenous Elder(s)**, husband or wife (including common law partner) of such employee shall be entitled to compensation for time so lost by such employee from his/ her regular schedule at his/her regular rate of pay for five (5) working days. Such leave may commence no earlier than the date of the death and must be completed within the seven (7) consecutive calendar day period following the day of the funeral or memorial service held in lieu of a funeral.

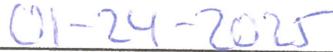
Flow through to all Part – Time Collective Agreements

DATE AGREED: February 17th, 2025	
<p style="text-align: center;"> _____</p> <p>For the Union</p> <p style="text-align: center;"> _____</p> <p>For the Union</p> <p style="text-align: center;"><i>March 2, 2025</i> _____</p> <p>Date Signed Off</p>	<p style="text-align: center;"> _____</p> <p>For the City</p> <p style="text-align: center;"><i>Sibhán Wynne</i> _____</p> <p>For the City</p> <p style="text-align: center;"><i>March 3, 2025</i> _____</p> <p>Date Signed Off</p>

**CUPE LOCAL 79
AND
CITY OF TORONTO
FULL-TIME COLLECTIVE AGREEMENT
MEMORANDUM OF AGREEMENT ITEMS
GENDER NEUTRAL PRONOUNS**

Renew Memorandum of Agreement Item – Gender Neutral Pronouns

Flow through to all Part-Time Collective Agreements.

DATE AGREED: JANUARY 7, 2025	
 _____	 _____
For the Union	For the City
 _____	 _____
For the Union	For the City
 _____	 _____
Date Signed Off	Date Signed Off

CUPE LOCAL 79
AND
CITY OF TORONTO
FULL-TIME COLLECTIVE AGREEMENT

MEMORANDUM OF AGREEMENT ITEMS
ARTICLE 2 - RECOGNITION
LONG SERVICE TEMPORARY EMPLOYEES

Renew Memorandum of Agreement Item – Long Service Temporary Employees

DATE AGREED: JANUARY 7, 2025

A. Yaddalahi

For the Union

[Signature]

For the City

[Signature]

For the Union

Michelle Robson

For the City

JAD 23/25

Date Signed Off

01-24-2025

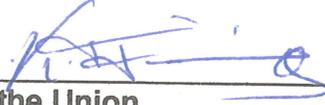
Date Signed Off

CUPE LOCAL 79
AND
CITY OF TORONTO
FULL-TIME COLLECTIVE AGREEMENT

MEMORANDUM OF AGREEMENT ITEMS
ARTICLE 11A- ILLNESS OR INJURY PLAN
TRANSITION TO IIP

Renew Memorandum of Agreement Item – Transition to IIP

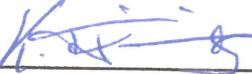
Flow through to the SSLTC Collective Agreement.

DATE AGREED: January 7, 2025	
 _____ For the Union	 _____ For the City
 _____ For the Union	 _____ For the City
01-23-2025 _____ Date Signed Off	01-24-2025 _____ Date Signed Off

CUPE LOCAL 79
AND
CITY OF TORONTO
FULL-TIME COLLECTIVE AGREEMENT
MEMORANDUM OF AGREEMENT ITEMS
BULLETIN BOARDS

Renew Memorandum of Agreement Item – Bulletin Boards

Flow through to all Part-Time Collective Agreements.

DATE AGREED: JANUARY 7, 2025	
 _____ For the Union	 _____ For the City
 _____ For the Union	 _____ For the City
01-23-2025 _____ Date Signed Off	01-24-2025 _____ Date Signed Off

CUPE LOCAL 79
AND
CITY OF TORONTO
FULL-TIME COLLECTIVE AGREEMENT
MEMORANDUM OF AGREEMENT ITEMS
CORRESPONDENCE TO LOCAL 79

Renew Memorandum of Agreement Item – Correspondence to Local 79

Flow through to all Part-Time Collective Agreements.

DATE AGREED: JANUARY 7, 2025	
 _____ For the Union	 _____ For the City
 _____ For the Union	 _____ For the City
01.23.2025 _____ Date Signed Off	01-24-2025 _____ Date Signed Off

CUPE LOCAL 79
AND
CITY OF TORONTO
FULL-TIME COLLECTIVE AGREEMENT

MEMORANDUM OF AGREEMENT ITEMS
ARTICLE 12 - EXTENDED HEALTH CARE/DENTAL/GROUPLIFE AND LONG-TERM
DISABILITY INSURANCE
PRIVATE DUTY NURSING

Renew Memorandum of Agreement Item – Private Duty Nursing

Flow through to the SSLTC Part-Time Unit Collective Agreement.

DATE AGREED: JANUARY 7, 2025

M. Yaddalahi

For the Union

[Signature]

For the City

[Signature]

For the Union

Michelle Polster

For the City

01-23-2025

Date Signed Off

01-24-2025

Date Signed Off

THE CHALLENGE:

It has never been more important for plan sponsors to provide inclusive benefits coverage – and a big part of that is supporting plan members throughout a gender transition journey.

THE SOLUTION:

GSC's gender affirmation offering

Count on GSC's gender affirmation offering, designed in consultation with several transgender health organizations, to go above and beyond.



INTRODUCING OUR GENDER AFFIRMATION OFFERING

As part of our ongoing commitment to helping plan members live their healthiest lives, GSC's gender affirmation offering allows plan sponsors to provide inclusive benefits coverage that supports plan members throughout their gender transition journey.

While traditional benefit plans address some components of the journey, we firmly believe that they fall short of covering the scope of transition needs. GSC's offering steps in to reimburse expenses that are above and beyond typical plan designs.

Equally, the offering helps to fill the gaps tied to services not covered under provincial or territorial government health care plans. As a health and dental specialist, GSC ensures that all government supports have been appropriately applied before we pay claims.

In developing this offering, GSC consulted with a wide range of organizations, including the Canadian Professional Association for Transgender Health (CPATH) and the World Professional Association of Transgender Health (WPATH), to strengthen our understanding of the gaps that exist today and the messaging that will resonate most effectively in the transgender community.

THE DETAILS

Our gender affirmation offering includes two categories:

- **Foundation:** Includes reimbursement for core surgeries not covered by provincial or territorial coverage and services that assist in the physical alignment of the individual's transitioned gender. Examples include vocal surgery, tracheal shave, chest contouring/breast construction, vaginal dilators, facial feminization, and laser hair removal.
- **Focused:** Includes reimbursement for surgical enhancement of the individual's features that follows their accepted gender ideal. Procedures include nose surgery, liposuction/lipofilling, face/eyelid lift, lip/cheek fillers, hair transplant/implants, and gluteal lift/implants.

Reimbursement of eligible expenses is subject to a diagnosis of gender dysphoria from a medical doctor or nurse practitioner, in addition to a reasonable and customary (R&C) fee per claim of \$5,000 and an overall lifetime maximum of \$10,000. These limitations are designed to strike a balance between reducing the cost burden on plan members and maintaining plan sustainability.

QUESTIONS?

Contact your account team for more information on this offering.

1-888-711-1119

greenshield.ca

CORPORATE-GENDER-AFFIRMATION-001-E



The Challenge:

Biosimilars offer an equally safe and effective treatment option but are much less costly compared to originator biologics; however, without policies that favour biosimilar use in drug benefit plans, use of these drugs will continue to be relatively low compared to originator biologic products.



GreenShield™



The Solution:

Greenshield's comprehensive biosimilar strategy

Greenshield's biosimilar strategy

With new biologics entering the market at an ever-more rapid pace, the cost of biologic drugs continues to skyrocket.

GreenShield's evidence-based biosimilar strategy combines innovative programs and approaches to ensure the best value for treatment, optimize plan sponsor resources, support uptake of biosimilars, and improve access to medications for all plan members.

Why the focus on biologics?

Biologic drugs are currently one of the fastest growing areas in pharmaceutical development. This class of drugs provides effective treatment options for serious or complex illnesses such as cancer, rheumatoid arthritis, multiple sclerosis, and diabetes. Familiar drugs like vaccines and insulins are also biologics. While biologics represent a significant development in treating serious illnesses, they can be extremely expensive compared to traditional drugs. Fortunately, a number of "biosimilar" medications have entered the Canadian market with many more on the horizon.

A biosimilar is a biologic that comes to market after the originator drug

A "biosimilar" is a Health Canada-approved medicine that has the same positive health outcomes for patients as the originator, but at a significantly lower cost. A biologic "originator" is the first one of its kind into the market and is initially manufactured by a single pharmaceutical company that holds a patent for the drug for a specified number of years. At the end of the originator's patent life, other companies are allowed to produce their own version of the drug which enters the marketplace as a biosimilar. Unlike conventional generic drug products, which can be interchanged at the pharmacy, a biosimilar is treated like a new drug due to the complicated development and manufacturing process. This means a new prescription from the prescriber is required.

Taking an evidence-based approach: from the Biosimilar New Start Program to the biosimilar transitioning programs

The evidence

To be approved in Canada, a biosimilar must be proven to have no clinically meaningful differences from the originator. Studies must show that there are no differences in outcomes for patients taking the biosimilar compared to those taking the originator drug. As part of GreenShield's assessment of biosimilars' safety and efficacy, we followed Health Canada recommendations and also looked at the patient "lived experience" in Europe where biosimilars have been in use since 2006. We have seen more than 178 published studies in rheumatology, gastroenterology, dermatology, and other diseases that collectively show **no meaningful clinical differences between biosimilars and their biologic originators – confirming that transitions in patients are safe and effective.**¹

About the GreenShield Biosimilar New Start Program (standard program)*

In 2016, GreenShield was the first to establish a "New Start" program that lists biosimilars as preferred products under all formularies. Under this standard program, for all patients **newly starting** biologic therapy, GreenShield covers only biosimilars (if one exists) and allows originator products only in exceptional circumstances.

About the GreenShield Biosimilar Transition Program (optional program)*

To augment the savings opportunity, for a small fee, you can choose to add the Biosimilar Transition Program to your benefits plan. This highly effective program helps plan members **currently taking** one of the impacted originator biologic drugs to transition to the corresponding biosimilar product. This program applies in all provinces and territories excluding Quebec.

Here's how the optional Biosimilar Transition Program works...

1. GreenShield identifies plan members eligible for the transition.
2. GreenShield sends each plan member a letter advising them that a biosimilar is now available for their originator biologic drug and reimbursement is changing within 90 days.
3. The plan member is given the choice of remaining on the originator product or transitioning to the biosimilar medication. For plan members who choose to remain on the originator biologic drug, GreenShield will reimburse the cost of the biosimilar, and the plan member will be responsible for the difference in cost.
4. The plan member is provided with a contact number for a patient-support nurse who will assist them with the transition process and reach out to their physician should they choose that option.

* Preferential listing of biosimilar products may apply.

Canada is catching up...

Following our lead in 2018 when GreenShield implemented the first biosimilar transitioning program in Canada, provinces and territories have expanded the use of biosimilars by implementing their own non-medical switching policies. To date, tens of thousands of patients across Canada have already safely transitioned under the public drug plans.

GreenShield's approach to provincial/territorial (excluding Quebec) Biosimilar Transitioning Programs (standard program)

To ensure continued coordination and consistency with government-sponsored drug plans in provinces and territories where a biosimilar switching policy has been implemented, GreenShield plan members coordinating originator biologic drug claims with a provincial or territorial drug plan are required to transition to an eligible biosimilar by the deadline specified by their respective province/territory. After the transition deadline, GreenShield no longer provides coverage for the originator biologic. This approach protects your plan from paying for originator biologic claims no longer eligible under the public drug plans after the transition deadline.

GreenShield's approach to biosimilar transitioning in Quebec (standard program)

The Government of Quebec implemented a biosimilar transition policy under its public prescription drug insurance plan in 2022. Consistent with this provincial policy change, GreenShield has implemented biosimilar transitioning – in accordance with Régie de l'assurance maladie du Québec (RAMQ) – as a standard for all groups with plan members residing in Quebec effective May 1, 2022. Under this policy, all Quebec patients using an originator biologic with a biosimilar on the RAMQ list of medications are required to transition to the biosimilar version by the RAMQ-specified deadline.

How the provincial/territorial (including Quebec) Biosimilar Transitioning Programs work...

- Letters are mailed to impacted GreenShield plan members approximately 90 days prior to the transition deadline set by the respective provincial/territorial drug plan.
- There is no option for plan members to continue claiming the originator biologic drug, except where the government-sponsored drug plan has allowed an individual exemption, or the plan member satisfies the RAMQ exception criteria in Quebec.

GreenShield's biosimilar strategy... for now and the future

GreenShield's biosimilar programs and approaches include a number of high- and low-cost biologic drugs (e.g., Remicade®, Humira®, Enbrel®, Lantus®, etc.) which are used to treat a number of conditions (e.g., rheumatic, dermatologic, inflammatory bowel conditions; diabetes; multiple sclerosis, etc.). The number of drugs, eligible indications, and subsequent savings associated with biosimilar use will continue to grow over time as more indications for the existing biosimilars are approved and new biosimilars enter the market.

Don't miss out...

The unique nature and high effectiveness of biologics comes at a cost – a very high cost. With GreenShield's comprehensive biosimilar strategy, you are ensuring plan members have access to safe and highly effective drug therapy while protecting your plan and ensuring plan sustainability in the long run. Don't hesitate too long – the longer you wait, the more saving opportunities you miss.

Speak to your account team if you have questions or if you would like to add the optional Biosimilar Transition Program to your plan.

¹ The Efficacy, Safety, and Immunogenicity of Switching Between Reference Biopharmaceuticals and Biosimilars: A Systematic Review. Clin Pharmacol Ther. 2020 Oct;108(4):734-755. doi: 10.1002/cpt.1836. Epub 2020 Apr 30. PMID: 32236956; PMCID: PMC7540323.



1-888-711-1119
greenshield.ca

Coverage you can count on to support your family-building journey.

Expanding your family through adoption, fertility treatments, or surrogacy can be challenging. You have access to an inclusive benefit to support this process.



Designed in consultation with industry experts and patient advocacy groups, GreenShield's family-building benefit reimburses expenses above and beyond traditional plans and helps fill the gaps tied to services not covered by provincial or territorial government health plans.

Fertility Services*

Our enhanced fertility benefit reimburses plan members or their eligible spouse/partner for eligible expenses incurred within a fertility clinic in Canada:

Physician services and fees

- Diagnostic testing related to fertility treatment
- All medical imaging related to fertility treatment
- All laboratory and genetic testing related to fertility treatment

Cryopreservation

Services related to sperm

- Sperm selection
- Sperm retrieval
- Sperm testing
- Sperm wash
- Sperm preparation

Services related to insemination and fertilization

- Artificial insemination (AI)
- Intrauterine insemination (IU)
- In-vitro fertilization (IVF)
- Assisted hatching
- Intra-cytoplasmic sperm injection (ICSI)
- In-vitro maturation

**Eligible prescription drugs may be covered under your existing drug coverage.*

Reimbursement of eligible expenses is subject to plan limitations and eligible maximums.

Surrogacy*

Our surrogacy benefit is intended for a surrogate's expense as it relates to the plan member becoming a parent. It reimburses for eligible expenses incurred by a surrogate within a fertility clinic in Canada:

Physician services and fees

- Diagnostic testing
- All medical imaging
- All laboratory and genetic testing
- Prescription drugs

Cryopreservation

Services related to sperm

- Sperm selection
- Sperm retrieval
- Sperm testing
- Sperm wash
- Sperm preparation

Services related to insemination and fertilization

- Artificial insemination (AI)
- Intrauterine insemination (IU)
- In-vitro fertilization (IVF)
- Assisted hatching
- Intra-cytoplasmic sperm injection (ICSI)
- In-vitro maturation

**To claim for this benefit, a copy of the legal surrogacy agreement must be submitted with the first claim. Surrogacy claims will be reimbursed to the plan member.*

Reimbursement of eligible expenses is subject to plan limitations and eligible maximums.

Adoption*

Our new adoption benefit reimburses plan members for eligible expenses incurred during the adoption process:

- Legal fees
- Adoption agency fees
- Travel fees (e.g., International adoption)

**This benefit is a taxable medical expense.*

Reimbursement of eligible expenses is subject to plan limitations and eligible maximums.



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