

South Okanagan Similkameen Teachers' Union

To: All SD53 TTOCs

Date: April 22, 2024

RE:TTOC Extended Health Benefits Plan

As the school district, we write to you to inform you of a recent arbitration decision affecting TTOCs' access to Extended Health Benefits (EHB) under Article B.11 of the provincial collective agreement:

8.11.3. Teachers Teaching on Call (TTOCs) shall have access to the Provincial Extended Health Benefit Plan. TTOCs accessing the Plan shall pay 100 per cent {100%} of the premium costs.

Since October 1, 2019, TTOC access to EHB has been provided through a provincial plan administered by Pacific Blue Cross (PBC). The BC Teachers' Federation (BCTF) challenged the benefits structure through a provincial grievance. On July 20, 2023, Arbitrator Arne Peltz issued a decision in favour of the BCTF grievance. In his decision, Arbitrator Peltz determined that TTOC access to the EHB Plan must be made available to TTOCs through school district benefits plan and that 100% of the premium costs TTOCs pay be the same costs of premiums that are currently in place for contract teachers in the school district.

For TTOCs in our school district currently enrolled in the PBC administered Provincial EHB Plan, PBC has been instructed to transfer those noes to the school district plan effective July 1, 2024. If you are on the provincial plan and have not informed PBC of your home school district, you must do this as soon as possible by contacting TTOC@pac.bluecross.ca. It is also very important that PBC has your current mailing address. Please update your address through the PBC member profile at <https://service.pac.bluecross.ca/member/login/> or on the mobile app through "My Account".

TTOCs newly hired to our school district between March 1, 2024, and June 30, 2024, will be eligible to directly enrol in the school district plan effective July 1, 2024. For more information on enrolment details, contact: Vikas Soni, Teacher/TTOC Payroll Assistant at payrollsostu@sd53.bc.ca

The arbitration implementation award provides for an **open enrolment period for all TTOCs from September 1 to November 30, 2024**, for extended health (not dental). Please note that this open enrolment period is not available to any TTOC who has previously applied for coverage with PBC and has been denied. More details about the open enrolment period process will be provided later.

Monthly Premiums - if you choose to access our district extended health, payroll will provide you with a form for your signature and return and monthly premiums will be paid by a monthly automatic withdrawal from the bank account where your pay is deposited. Estimated monthly EHB premiums on a 10 - month basis are as follows:

	TTOC Plan Premiums (12 month)	District Plan Premiums (10 month)
Single	\$197.77	\$115.29
Couple	\$361.91	\$207.53
Family	\$439.04	\$265.17

If you are a TTOC currently enrolled in the PBC administered Provincial EHB Plan and have decided to terminate your benefits instead of being transferred to the school district plan, please contact PBC directly at TTOC@pac.bluecross.ca