

Agreement on Changes to the Public Service Health Care Plan

CFPA and all Bargaining Agents members of the National Joint Council have come to a tentative agreement with the government's representatives at the Partners Committee on changes to the [Public Service Health Care Plan](#) (PSHCP). This unanimous agreement was also endorsed by the pensioners' representatives on the Committee and was presented to the President of the Treasury Board. We are awaiting his response.

In its [February 2014 budget](#), the government stated that it will increase retiree premiums for the PSHCP and increase the years of service to be eligible for the PSHCP as a retiree.

While we negotiated under threat of legislation by the Government, we were able to strike a deal which has a number of substantial improvements to the Plan.

The changes are:

- Deductibles for all PSHCP members (active and retired) will be removed as of January 1, 2015. The \$100 per family or \$60 for a single member will no longer be paid.
- Three new benefits to begin as of October 1, 2014:
 - Laser eye surgery to be included under the plan with a lifetime cap of \$1,000;
 - Repairs and replacement parts for CPAP (sleep apnea) machines to be covered up to \$300 per year;
 - Increase the psychological services cap to \$2,000 from \$1,000.
- Current and future pensioners will move to paying 50% of PSHCP premiums. This will be phased in over four years, starting on April 1, 2015.
- Current retirees with incomes that make them eligible for the Guaranteed Income Supplement (approximately \$16,728 for a single person and \$22,080 for a couple) will continue to pay only 25% of the premiums.
 - Retirees who are younger than 65 will have these same income thresholds apply to them.
- Employees will need six years of service in the public service to access retiree benefits. This will apply to current employees with the following exceptions:
 - All current retirees and deferred annuitants;
 - Veterans' Affairs Client Group as described in the plan;
 - Medical retirees, permanently disabled retirees;
 - Spouses and dependents of employees who die with less than 6 years' service;

- Members with more than 2 years' service who are separated as a result of the Workforce Adjustment Appendix (WFAA).
- Letter of Understanding committing to ongoing negotiations of the PSHCP with a written commitment from the Employer not to bring any negative changes to the table before March 2019.