



**Human Resources**  
**MEMORANDUM**

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**TO:** CUPE 1975 Employees

**FROM:** Sylvia Rempel  
Senior Specialist, Compensation & Benefits

**DATE:** September 25, 2009

**SUBJECT:** CUPE 1975 Benefit Changes

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This memo outlines two important changes to benefit plans for employees who are members of CUPE 1975.

**1. Non-Academic LTD Premium Rate Change**

The CUPE LTD plan renewal occurred on September 1, 2009. Due to an improvement in the recent claims experience, the premium rate will decrease from 1.255% to 0.954% of earnings, effective **September 1, 2009**. You will notice this reduced premium deduction on your September pay.

**2. Coordination of Drug Claims with the Saskatchewan Prescription Drug Plan's Special Support Program**

Coordination of drug claims with the Saskatchewan Prescription Drug Plan will be implemented effective **January 1, 2010**. Individuals whose drug costs are high relative to family income will need to apply under the Special Support Program through the Saskatchewan Prescription Drug Plan when their drug costs exceed \$1,500 per calendar year.

For more information regarding the Special Support Program please refer to the provincial government's website at the following link:

<http://www.health.gov.sk.ca/special-support-program>

The following process will apply to drug claims under the CUPE Extended Health Plan:

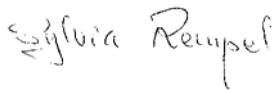
- If drug claims for a family unit reach a \$1,500 per year, Blue Cross will send a letter to the employee to request that they register with the provincial drug plan and provide proof of registration within eight weeks

- If proof of registration is not submitted within six weeks, the employee will be sent a reminder letter
- If proof is still not provided at the end of the eight week period, Blue Cross will suspend claims processing until the employee submits the requested proof of registration

This process will ensure that drug claims are paid under the provincial plan whenever possible. By doing so, this will help to ensure the financial viability of the plan into the future. This change will not impact the maximum for drug coverage (\$2,000).

If you have any questions regarding above changes please contact Candace McCloy-Istace ([Candace.McCloy-Istace@usask.ca](mailto:Candace.McCloy-Istace@usask.ca)) at 966-1392 or Sherry Kohlen ([sherry.kohlen@usask.ca](mailto:sherry.kohlen@usask.ca)) at 966-2220.

Sincerely,



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Sylvia Rempel  
Compensation and Benefits

cc: Non-Academic Fringe Benefit Committee

SR/cmi