



# The Synod of the Diocese of Niagara

Anglican Church of Canada

The Right Reverend Michael A. Bird, Bishop

16 January 2014

**To all Employees and Retirees enrolled on the Medical-Dental Benefit plan**

**Re: Suspension of a change to Employee Benefit plans retroactive to Jan 1 2014**

As you will discover from the memo on the reverse of this page, the Pension Office Corporation of the Anglican Church of Canada has responded to the concerns and complaints of members concerning one of the changes made earlier this year.

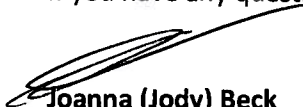
The Pension Office informed us yesterday of this change. They have suspended, "for the time being," the Dynamic Therapeutic Formulary and made that suspension retroactive to January 1, 2014. Anyone who had to pay extra for a drug claim as a result of introducing the DTF can have their claims re-assessed and will be reimbursed for the extra expense they incurred.

Please note that this suspension does not apply to the other change implemented by the Pension Office this year, the Mandatory Generic Substitution. That change reimburses drug claims for members only for the lowest cost generic alternative medication and it is in force. If a brand name drug is medically required, a Request for Approval of Brand Name Drug form, to be completed by your physician, is available. The link to the form is included in the memo on the reverse and will be posted on the diocesan website for you to access on-line.

In our letter of mid-December, we advised that a new booklet would be issued detailing all of the changes that the Diocese of Niagara had requested in order to improve our coverage under the plan (and, as it turned out, the changes made by the Pension Office, of which we had not been fully aware at the time of our last letter). Your copy of that booklet is enclosed. Inserted in it is a copy of the information bulletin issued by the Pension Office with a "SUSPENDED" watermark on the first page only. The rest of the document remains in force.

Please know that the DTF and Mandatory Generic Substitution changes are separate from the improvements to the plan which the Diocese of Niagara sought late last year. Those changes, as you will remember, resulted in increases in maximum coverage for vision care, paramedical care and the introduction of drug cards. These improvements came at a cost of \$5.00 co-payment per prescription.

If you have any questions, please contact one of us directly.

  
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To: Participating Employers (Extended Health Care with Drug Card)

From: Judith Robinson  
Director of Pensions

Date: January 16, 2014

Re: Changes to Drug Coverage

As you know we implemented Mandatory Generic Substitution and the Dynamic Therapeutic Formulary (DTF) effective January 1, 2014. The implementation of these two components combined with misinformation provided by the Manulife Call Centre has caused confusion and concern for many members. As a result, the decision has been made to suspend the DTF component for the time being. Manulife has confirmed that their systems will be adjusted to remove the DTF component next Tuesday and the change will be retroactive to January 1, 2014. Manulife will then re-assess claims that were reimbursed based on the DTF.

Please be aware that the Mandatory Generic Substitution is still being applied to all drug claims and members will be reimbursed based on the lowest cost generic alternative. If the generic alternative cannot be tolerated for medical reasons and the member requires the brand name drug, there is a Request for Approval of Brand Name Drug form (see link below) that the doctor may complete.

<http://www.manulife.ca/wps/wcm/connect/7e94e9d4-796e-408e-aae5-9f5c6357dafa/GL4445.pdf?MOD=AJPERES&CACHEID=7e94e9d4-796e-408e-aae5-9f5c6357dafa>

Please ensure that this information is communicated to your active and retired members, as applicable.

JR:md