

## PROPOSED DENTAL PLAN

Levels of Coverage:

Level 1 (80%), Level 2 (50%), Level 3 (50%), at a \$1,500 combined annual maximum per person per year on all services.

**LEVEL ONE-** Basic Coverage (Preventative Services) - 80%

Examinations	Fillings
Periodontics	Cleaning
Endodontics	Consultations
Fluoride	Extractions
X-rays	Space Maintainer
Drugs	Anesthetics
Denture repairs	Root canals

**LEVEL TWO-**Major Restorative – 50% (with no lifetime maximum)

- Bridges and Crowns
- Gold fillings (if required)
- Partial and complete dentures
- Replacement of existing appliances (if 5 years old or rendered unserviceable as a result of additional work if temporary only)
- Dental Implants

**LEVEL THREE-**Orthodontics – 50% (with no lifetime maximum\*\*) (only for dependents to age 19)

- Correction of malocclusion of the teeth
- Observation adjustments
- Repairs and alterations
- Appliance service
- Recementation of bands
- Consultations

\*\* payments may be spread out over 2 or more years

An online vote will occur  
April 23rd and 24th, 2014

The vote will close at 5 p.m. on the 24th

A link to the survey (vote) will be sent via email

There will be three options on  
the voting survey:

- Yes

- No

- I abstain from voting



## MONTHLY COST

	Reduction to net pay - approx. 40% tax rate	Premiums deducted from your gross pay
Single	<b>\$20.40</b>	\$34.00
Couple	<b>\$40.80</b>	\$68.00
Family	<b>\$63.00</b>	\$105.00

**Example: Family of 4**  
(Dentist recommended 2 visits each per year)

Dental Healthcare without Dental Coverage	Dental Healthcare with Dental Coverage
Complete dental exam (cleaning, polish, fluoride, x-rays plus exam): \$202.40 x4 = \$809.60	Monthly Dental Premiums: 12 x \$63.00 = \$756.00
Cleaning: \$92.40 x4 = \$369.60	You pay to the dentist: 20% of \$1179.20 = \$235.84
<b>Total cost = \$1179.20</b>	<b>Total cost: \$991.84</b> Each family member will still have approximately \$1200 coverage left.

## GVTA PROPOSED DENTAL PLAN

*A few more details...**new information is in bold***

- ◆ The official name of the plan is the Manitoba Public School Employees Dental Plan. Although it is administered through Manitoba Blue Cross., the MTS/MSBA Trust Committee, with members from both MTS and the Manitoba School Boards Association, oversee the plan.
- ◆ 24 out of 39 teachers associations in Manitoba have a Blue Cross dental plan in place.
- ◆ Manitoba Blue Cross is a non-profit organization. About 90.1% of premiums from the dental plan are used to provide benefits. The remainder is used to administer the plan.
- ◆ If adopted, the plan will be mandatory for GVTA members who are:
  - Full time.
  - Part time greater than .3 FTE.
  - On a Limited Term contract for more than 60 days.
- ◆ **Retirees would only be covered by the plan if they were hired for any of the above employment**
- ◆ A person can opt out ONLY if their spouse is enrolled in a dental plan.
- ◆ Children up to the age of 25 are considered dependents regardless of their residence, if going to school. Children are considered dependents up to the age of 21 if living with you. In the case of level 3 (orthodontics) the plan only covers children to the age of 19.
- ◆ **The age restriction does not apply to a physically or mentally incapacitated child whose incapacitation commenced while they satisfied the definition of a dependent child, as described above**
- ◆ **Payments for braces may be spaced out over a span of time as determined by you and your dentist (several years) and there is no lifetime maximum with your coverage.**
- ◆ In order to be adopted, our dental plan will require a majority of 55% of votes cast. If adopted, the target date for implementation would be September 2014.
- ◆ **Why is the plan mandatory enrollment??? In order for the pre-tax option to be in effect, CRA states that the plan must be mandatory.**
- ◆ All GVTA members are eligible to vote on the proposed dental plan, including those on leave and disability
- ◆ **Pre-existing conditions or injuries are covered, as long as the work is done after plan start up date. This would be much like a situation where someone has a cavity diagnosed prior to coverage but the actual filling after. The filling billed after the plan starts would be covered but not the diagnosis which occurred prior.**

- ◆ Your pension is calculated using a formula based on an average of you best 5 years out of the last 12 years of teaching (if you have no years of service prior to 1980). Below is an example of a teacher who has been teaching for 30 years with no service prior to 1980. Calculations are based on a formula taken from the TRAF website and is assuming that \$52,500 is the Yearly Maximum Pensionable Coverage.

Your Pension With Dental (premiums deducted off gross pay)	Your Pension Without Dental
Option A: $\text{Yearly Pension} = 30 \times .02 \times \$82,991 - 30 \times .006 \times \$52,500 = \$40,344.60$	Option A: $\text{Yearly Pension} = 30 \times .02 \times \$83,807 - 30 \times .006 \times \$52,500 = \$40,834$
Option B: $\text{Yearly Pension} = .7 \times \$82,991 = \$58,093.70$	Option B: $\text{Yearly pension} = .7 \times \$83,807 = \$58,665$
Pension = lesser of the two options: <b>\$40,344</b>	Pension = Lesser of the two options: <b>\$40,834</b>

This is a difference of \$490 - about 1.2% of your pension or \$40.38 per month before taxes. After taxes this equals a reduction of \$29.17. (\$40.38 less 27.75% tax = \$29.17)

- ◆ Premiums are based on an associations claim history. If there is a surplus, a group has the option of buying more services, lowering premiums or maintaining said surplus. If there is a deficit, an association has three years to bring down the deficit before the option of raising premiums is considered.
- ◆ The premiums shown in the chart on the first page are set by Blue Cross and the MSBA/Trust. Because Blue Cross realizes that the claims processed for any given association in their first year of the plan will be high, premiums are conservatively set with this in mind to account for the large number of claims.
- ◆ Below are some typical dental rates from Cornerstone Dental in Winkler. (These closely match Manitoba Dental Association rates.)

Exam	\$30.70 to \$43.00	Extraction	\$112.00 to \$381.80
Cleaning	\$202.40 including exam, 2 x-rays, polishing, 2 units of scale and fluoride (may vary)	Crown	\$1,000.40
Filling	\$98.00 to \$325.40	Root canal	\$417.10 to \$890.50
X-ray	\$18.50 for 1 and \$25.25 for 2	Implants	\$1300+
Comprehensive Oral Exam	\$95.50	Orthodontics	\$5000+