



# How health and dental plan enhancements happen

Have you ever wondered how enhancements to the Extended Health Care and Enhanced Dental Plans happen?

Most often it starts with a suggestion or request from one of our plan members. 3sHealth Employee Benefits will work with the benefit plans consultant as well as with our insuring partner, Canada Life, to research the potential enhancement that the plan member suggested.

3sHealth Employee Benefits takes this information to the Working Committee, made up solely of union representatives from CUPE, HSAS, SEIU-West, SGEU, and SUN. The committee's role is to oversee the in-scope Extended Health Care and Enhanced Dental Plan. If the committee agrees with the request and believes it would be both valuable for plan members and sustainable by the plan, the committee will make a recommendation to the Employee Benefit Plans Board of Trustees.

The recommendation is presented to the Board of Trustees for review. If the Trustees agree with the recommendation of the Working Committee, they will approve the enhancement. 3sHealth Employee Benefits then works with Canada Life to implement the enhancement. Once ready, the plan change is shared with all plan members through stories on 3sHealth's website and in the spring and fall newsletters.

Some recent enhancements that came from plan member suggestions include:

- Increasing massage therapy coverage to \$500 per insured person per year from \$400;
- Increasing psychology/social work coverage to \$2,000 per insured person per year from \$400;
- Vaccines coverage; and
- Adding coverage of continuous and flash blood glucose monitors.



## Have an idea?

**Do you have an idea you would like considered for future plan enhancements to the Extended Health Care and Enhanced Dental Plans? If so, please take a few minutes to complete our survey. [CLICK HERE](#)**