November 13, 2026 Employer counter proposal – all units – revise Drug and Paramedical Services Plan and Vision Care Plan as follows:

a. Paramedical Services

(i) Add additional paramedical services of licensed osteopaths within the existing annual maximum reimbursement for all paramedical services and existing maximum reimbursement per specialty.
(ii) Add reasonable and customary limits for paramedical services.

b. Hearing devices – NEW

Subject to reasonable and customary limits, add hearing device coverage of up to a maximum of $750 in any 36-month period

c. Orthotic coverage – NEW

Subject to reasonable and customary limits, 1 pair of custom orthotic insoles per calendar year when prescribed by doctor/chiropractor/podiatrist or chiropodist.

d. Vision Care

Increase in per person limit for vision care costs currently covered by the Sun Life Plan in any 24-month period:
(i) Increase the maximum from $400 to $420 in Year 1 of the Collective Agreement, in alignment with the benefit year.
(ii) Increase the maximum from $420 to $440 in Year 3 of the Collective Agreement, in alignment with the benefit year.