

December 7th, 2023

Hydro One & CSO RWC Members Improvements to Extended Health Benefits

The following Extended Health Benefits (EHB) improvements were accomplished by the PWU at Hydro One Bargaining this year. The agreement was ratified on August 16th, 2023.

○ HEALTH INSURANCE PLANS

- Amend "Extended Health Benefits for Hydro One Inc." as follows:

Effective Dates November 2, 2023 unless otherwise indicated.

- Incontinence Products:

- Incontinence products for ~~cancer~~ seriously ill or disabled patients will be covered when a medical note is supplied.

- Wigs:

- Align with GSC and their approved medical conditions, up to \$750 R&C annually. Submit as normal medical item with prescription up to every 12 months. Employee must have eligible medical diagnosis on file. Eligible diagnoses include: Alopecia, Areata, Alopecia Totalis, Breast Cancer, Cancer, Chemo, Cacatrical, Congenitalis, Familial Cyndromatosis, Follicularis, Gender Dysphoria, Hypothyroidism, Liminaris Frontalis, Lupus, Myotonic Dystrophy, Neurotica, Pityroides, Radiation, Scleroderma, Scalp Fungal Infection, Symptomata, Telegum Diffusum Alopecia, Toxica, Trichotillomoania, Terminal Illness, Traumatic Scalp Injury, and Universalis.

- Vision care:

- Eyeglasses, Contact Lenses and Repairs are covered up to a total amount of ~~\$600.00~~ \$650.00 (effective date of ratification), \$700.00 (effective April 1, 2025) per person in a two-calendar year period, when provided on the written prescription of a medical doctor or optometrist for corrective lenses.

- Chiropractor:

- Add Osteopathic Manipulative Therapy

- Psychologists:

- Increase coverage from \$3,000.00 for psychologist to \$4,000.00 annually.

- Remove Prior Authorization requirement for Erectile Dysfunction Medication, provided based on medical need and prescription, introduce a \$1,000.00 annual cap.

NOT TO BE REPRODUCED IN THE COLLECTIVE AGREEMENT:

Health and Dental Brochure & Sick Leave and Long-Term Disability Plan Brochure

The parties agree to make updates to the "Extended Health Benefits for Hydro One Inc." and the "Supplemental Group Dental Benefits for Hydro One Inc." as well as the Sick Leave and Long-Term Disability Plan Brochure (collectively referred to as the "Brochures") to reflect the agreed upon changes to the collective agreement as set out in this Memorandum of Agreement. The parties will publish amended Brochures by December 31, 2023.

Peter Kelly

President

Retired Workers' Chapter