



CN *FLEX* Benefit Plan

International Brotherhood of Electrical
Workers (IBEW) – Agreement 11.1

October 2024





Proposed changes to Medical plan

Benefits	Core (Paid by CN)	Option 1	Option 2	Proposed Changes	Comments
Medical Care	-	-	-	-	-
Reimbursement	80%	85%	90%	No change	
Prescription Drugs					
- Prescription deductible	\$3	Same as Core	Same as Core	\$3 indexed annually	Indexed annually based on cumulative % increase in average prescription cost; aligned with other flex plans
- Generic substitution	Yes and biosimilar	Same as Core	Same as Core	No change	
- Smoking cessation drug	No coverage	Same as Core	Same as Core	'Yes max of \$500 per year	
- Out of pocket max	None	None	None	'Yes \$10K per year	Aligned with flex plans
Hospital	100% (semi-private)	Same as Core	Same as Core	No change	
Emergency medical out-of-country	100%	Same as Core	Same as Core	No change	
Private Duty Nursing	80%	85%	90%	80%/85%/90% Max \$10K per year	Aligned with flex plans
Laboratory Tests	80%	85%	90%	80%/85%/90% Max \$500, \$750, \$1,000 per year	Aligned with flex plans
Lifetime max	None	Same as Core	Same as Core	No change	



Proposed changes to Medical plan con't

Benefits	Core (Paid by CN)	Option 1	Option 2	Proposed Changes	Comments
Physiotherapist	80% max of \$1,000 per year	85% max of \$1,000 per year	90% max of \$1,000 per year	80%/85%/90% Max \$2,000 per year combined with Chiropractor	Combine Physiotherapist and Chiropractor maximums
Chiropractor	80% max of \$200 per year	85% max of \$750 per year	90% max of \$1000 per year	80%/85%/90% Max \$2,000 per year combined with Physiotherapist	Combine Physiotherapist and Chiropractor maximums
Psychologist & Psychotherapist & Social Worker	80% max of \$500 per year	85% max of \$750 per year	90% max of \$1,000 per year	80%/85%/90% Max \$1,000, \$1,500, \$2,000 per year	
Massage Therapist, Osteopath & Naturopath	80% max of \$200 per year	85% max of \$750 per year	90% max of \$1,000 per year	No change	
Speech Therapist, Podiatrist, Acupuncturist, Audiologist	80% max of \$200 per year	85% max of \$750 per year	90% max of \$1,000 per year	No change	
Hearing Aids (every 5 years per person)	80% max \$300 or	Same as core	Same as core	80%/85%/90% Max \$300, \$500, \$750 per year	
Eye examination (every 24 months)	80% \$25 per exam	85% \$50 per exam	90% \$100 per exam	80%/85%/90% Max 1 exam (no max)	
Eye glasses/contact lenses (every 24 months/12 months children under 18)	80% Max of \$250	85% Max of \$250	90% Max of \$250	80%/85%/90% Max \$250, \$300, \$350	



Proposed changes to Dental plan

Benefits	Core (Paid by CN)	Option 1	Option 2	Proposed Changes	Comments
Dental Care					
Annual deductible	\$35 per family	None	None	\$40 per family, Core option only, indexed annually	
Fee Guide	Current fee guide	Same as Core	Same as Core	No change	
Preventive services	100% recall exams every 6 months	Same as Core	Same as Core	100% recall exams every 9/9/6 months	
Basic services	100%	100%	100%	No change	
Endodontics & Periodontal	100%	100%	100%	80%/80%/100%	100%/100%/100% - See MoA contract
Major restorative services	50%	50%	50%	50%/50%/60%	
Combined maximum (per covered individual)	\$1,950	\$2,500	\$3,000	\$2,000/\$2,500/\$3,000	
Orthodontic	50% lifetime max of \$500	50% lifetime max of \$1,000	50% lifetime max of \$2,000	50% lifetime max of \$750/\$1000/\$2,000	Orthodontic Max \$750/\$2,000/\$3,000 - See MoA Contract

Proposed changes to Short-Term Disability (STD)

Benefits	Current	New	Comments								
STD											
Waiting Period	3 days	7 days	Mandatory use of the 10 sick days provided as per the Canadian Labor Code to cover the waiting period and during the coverage period								
Coverage	70% of weekly pay up to a max of \$820	<p>70% of weekly pay, up to the weekly MIE 30% of excess weekly pay over the weekly MIE No maximum</p> <table border="1"> <thead> <tr> <th>Earnings level</th> <th>Weekly STD amount</th> </tr> </thead> <tbody> <tr> <td>\$85,000</td> <td>\$977</td> </tr> <tr> <td>\$120,000</td> <td>\$1,179</td> </tr> <tr> <td>\$150,000</td> <td>\$1,352</td> </tr> </tbody> </table>	Earnings level	Weekly STD amount	\$85,000	\$977	\$120,000	\$1,179	\$150,000	\$1,352	<p>The maximum insurable earnings (MIE) is the income level up to which Employment Insurance (EI) premiums are paid (MIE in 2024 is at \$63,200). It determines the maximum rate of weekly benefits paid for all types of benefits under the EI program</p> <p>To be applicable to maternity top-up payment</p> <div style="border: 1px solid red; padding: 5px; margin-top: 10px;"> <p style="text-align: right;">Detailed Example</p> <ul style="list-style-type: none"> • MIE: \$63,200 • Annual Earnings: \$85,000 • Annual Amount: 70% x \$63,200 + 30% (\$85,000 - \$63,200) = \$50,780 • Weekly STD amount: \$50,780 / 52 = \$977 / week </div>
Earnings level	Weekly STD amount										
\$85,000	\$977										
\$120,000	\$1,179										
\$150,000	\$1,352										
Duration	<p>Maximum 41 weeks</p> <p>1st 15 weeks → paid by Insurer Next 15 weeks → EI pays and Insurer top up Last 11 weeks → paid by Insurer</p>	<p>Maximum 41 weeks</p> <p>1st 15 weeks → paid by Insurer Next 26 weeks → EI pays and Insurer top up</p>									

Proposed changes to Life Insurance

- Basic Life Insurance
 - The benefit is maintained and carved out of the flexible plan (same coverage for all employees)
 - 100% paid by CN
 - **Current coverage:** \$53,000
 - **Proposed change:** Increase of \$1,000 per year for each year of the duration of the CBA
- Optional Life Insurance
 - Option of adding coverage on a voluntary basis with optional life insurance
 - Cost varies depending on age, gender, smoking status
 - Paid entirely by employees
 - **Current coverage:**
 - Employee: units of \$25,000 up to max of \$250,000
 - Spouse: units of \$25,000 up to max of \$250,000
 - Child: units of \$5,000 up to max. of \$25,000
 - **No proposed change**



Enrolment and modification rules of a flexible program

- Changes are effective the 1st of the month following the ratification date
 - There is no backdated claims, including disability payments-only disability claims with a disability date 1st of the month following ratification and later would receive the new rate
- Re-enrolment period will be annually in November each year for the next January 1st effective date
- Benefit year for claims provisions (maximum, deductible, etc.):
 - January 1 to December 31
- Benefits costs will be assessed every year based on plan utilization. Employee premium contributions may be adjusted accordingly effective January 1st each year