



**NON-UNION  
employee  
benefits**



The below chart provides you with a summary of the differences between the Classic Benefit Plan and the NU Plus Benefit Plan. For a benefit booklet with all the details about coverage please access Howi.

	<b>Classic</b>	<b>NU Plus</b>
<b>Eligibility</b>		
Permanent full-time employees hired <b>prior to</b> January 1, 2023	Eligible	Eligible
Permanent full-time employees hired <b>after</b> January 1, 2023	Not eligible	Eligible
Temporary full-time employees	Not eligible	Eligible
<b>Health Care Spending Account</b>		
Health Care Spending Account Balance	Not available	\$1,000/Employee
<b>Prescription Drugs</b>		
Coverage	Mandatory Generic without Appeals	Mandatory Generic with Appeals
Coinsurance %	100%	90% with an out of pocket maximum of \$500 combined for all covered persons
Anti-obesity	Unlimited	Lifetime maximum of \$5,000
Fertility	Unlimited	\$10,000 per year
<b>Hospital Care</b>		
Public Hospital Accommodation	Not covered	5 consecutive days up to the cost of semi-private room accommodation
<b>Vision</b>		
Eye Exam	\$400 combined for eye exams and glasses per 24 consecutive months	Up to \$80 per 24 months consecutive months
Glasses	\$400 combined for eye exams and glasses per 24 consecutive months	\$400 per 24 consecutive months
<b>Paramedical</b>		
Chiropractor	\$300 per year	\$1,500 per year combined for all services. Each practitioner is limited to a maximum of \$500 per year.
Massage	\$400 per year	
Speech Pathologist	\$200 per year	
Naturopath	Not covered	
Osteopath	Not covered	
Podiatrist/Chiropodist	Not covered	
<b>Other</b>		
Orthotics	\$500 per 2 years	\$500 per 3 years
Hearing Aids	\$350 per 36 months	\$500 per 36 months
Coinsurance % - Medical equipment	100%	85%
<b>Dental</b>		
Dental Fee Guide	Current year	1 year lag
Coinsurance % - Supplementary Basic	100%	80%
Annual Maximum – Dentures & Major Restorative	\$1,500	\$2,000