# Manion Magazine

VOLUME 5 ISSUE 3
JULY 2018

## Inside This Issue



MANION
We Care,
You Benefit.

## 2018 Ontario OHIP+ Amendment Update

The newly elected Conservative Government of Ontario has announced that the province's youth pharmacare program will be amended to become second payer for Ontarians who have coverage through private benefit plans.

As **Manion** previously reported, as of January 1, 2018, Ontario residents 24 years old and younger were to receive some medications on the Ontario Drug Benefit (ODB) Formulary and eligible Exceptional Access Program (EAP) Drugs at no cost. As a result, most plan sponsors were expecting a reduction of 10% to overall drug expenditures, depending on what portion of their covered population was comprised of Ontario residents impacted by the change.

When the initial announcement about OHIP+ was made in 2017, **Manion** had not recommended that its Clients adjust their Health rates and, instead, cautioned them to wait and let the actual claim experience flow through and dictate the rates, as our own internal analysis did not support industry estimates of 10% savings. In fact, savings realized since OHIP+ was implemented have been in the 4% to 5% range. As such, rates for **Manion's** Clients remain adequate, despite the Conservative Government's decision to amend OHIP+ coverage.

There are currently no details on when this change is to take place. **Manion** will continue to monitor the above and advise of any impact to your plan, once further details are finalized.

# Manion Claims Corner

## Introducing myManion Portal and App

Submitting your claims is now as easy as taking a photo, anytime, anywhere! You will have access to your online account through the new web portal, www.mymanion.com, and mobile app, myManion. Getting started is easy, simply follow the "How to use **myManion**" steps below to begin. The web portal and mobile app will also give you easy access to your benefit information, and so much more:

- View your claims history and check the status of your claims.
- View your coverage details.
- Set up your banking information for direct deposit.
- Access your benefit card in the app, even without mobile data.
- Access your benefit booklet, claim forms, annual statements, work history and more.

**YOU HAVE THREE GREAT OPTIONS FOR SUBMITTING A CLAIM ONLINE**

### 1 myMANION QUICK SUBMIT

**You can expect to have your claim processed within five business days.**

Submitting any type of claim through Quick Submit is the easiest way to send in your claims and receipts on-the-go. With Quick Submit, making a claim is as quick as taking a photo. Simply upload a document or photo of your receipt, select the benefit category, and click submit!

Use Quick Submit when:

- ✓ You're submitting any type of claim
- ✓ You want the quickest claim submission method
- ✓ You have multiple receipts to submit
- ✓ No daily claims submission maximum

### 2 myMANION QUICK PAY

**You can expect to have your claim processed in one business day.**

Submitting claims through Quick Pay is the quickest* way to get paid when submitting your vision and paramedical claims. In this option, you enter all the details of your claim and click submit! Receipts are not required for this method of claim submission, unless the claim has been selected for a random audit.

Use Quick Pay when:

- ✓ You're submitting vision and paramedical claims
- ✓ You want the quickest reimbursement
- ✓ You have specific details to include in your claim
- ✓ Your daily claims submission maximum is under $500

** Submitting claims through Quick Pay is the quickest way to get paid when submitting your vision and paramedical claims, if your provider is not a subscriber to the Telus eClaims platform.*

### 3 PAY DIRECT

**Have Health Practitioners Submit Claims On Your Behalf with Pay Direct Health Services.**

Health practitioners on the TELUS eClaim network can electronically submit claims directly from your benefit plan. You're out-of-pocket only for what your benefit plan doesn't cover for approved claims. Simply show the digital benefit card on your **myManion** app to your health services practitioner or dental professional for eligible services (refer to your benefits booklet on **myManion** for eligible services).

**How to use myManion**

1. Once you receive your username and password by e-mail, sign in from your computer using **www.mymanion.com** or download the free myManion app from Google Play or Apple's App store.
   *Please ensure that your device and/or browser is up to date.
2. You will then be asked to change your password.
3. You're in! View your coverage details, submit claims, update your contact & banking information and much more.

If you have not received your username or password, please contact us.

**Questions?**
**1-866-532-8999 or askus@mymanion.com**
*We take your privacy seriously. Our privacy policy is accessible through the **myManion** portal and/or app.*

## Telus eClaim Service – Manion introduces Pay Direct for Vision and Paramedical Claims

If your provider is enrolled on the *Telus eClaims* service (and your plan accepts online claims), they may submit your claim directly to **Manion** for reimbursement. Simply present your Benefit Card (located on the **www.myManion.com** web portal or mobile app) when you visit your Visioncare or Paramedical Service Provider. You are only out of pocket for what your benefit plan doesn't cover for approved claims. It's that simple!

Eligible Practioners include (*if covered under your plan*):

- Physiotherapists
- Chiropractors
- Massage Therapists
- Naturopaths
- Acupuncturists
- Physical Rehabilitation
- Therapists
- Podiatrists
- Psychologists
- Chiropodists

# Manion Admin Corner

## Wellness Spending Accounts

**Manion** is pleased to offer plan sponsors the option to implement Wellness Spending Accounts as part of their employee benefit program. This can be a standalone plan or an integrated top up program with the existing medical and dental plans. With a wellness account, an employee and their eligible dependents can use your credits to pay for wellness-related activities and services and cover things that are not listed as a medical expense in the Income Tax Act. It's a holistic approach to wellness that makes it easier for an employee and their family to take care of their health and well-being.

**Advantages:**

- It increases the range of benefits covered by your group insurance plan.
- It gives you greater flexibility in your eligible expenses so you can make choices that best suit your needs and those of your family.
- It lets plan sponsors take a more active role in managing your wellness-related expenses.
- It is a tax deduction for a business or benefit plan.

# Manion Pension Corner

## Defined Benefit Funding Relief Provisions - Update

**Alberta**

In accordance with Section 5 of the *Employment Pension Plans Act*, the Superintendent of Pensions is now accepting applications from defined benefit pension plan administrators to extend the solvency deficiency amortization period by up to 10 years. This relief is intended to assist plan sponsors with the financial pressures associated with the ongoing low interest rate environment.

An administrator may be permitted to consolidate all existing pension plan solvency deficiencies into one new deficiency. That new solvency deficiency may be amortized over a period of up to 10 years as approved by the Superintendent. This does not change the period required by the Regulation over which to amortize unfunded liabilities. The application may be made in respect of any actuarial valuation report that has a review date between December 31, 2016, and December 31, 2019, inclusive.

Any application for the consolidation of solvency deficiencies, and extension of the amortization period, must be made in writing to the Superintendent. With the Superintendent's consent for the funding relief option, subsequent valuation reports filed after the initial application valuation may continue to carry forward the extended solvency asset adjustment to be commensurate with the number of remaining years in the 10 year amortization period. Any new solvency deficiencies that arise may be amortized over the greater of the remaining 10 year period or 5 years.

No benefit improvements that increase actuarial liabilities may be made unless approved in advance by the Superintendent.

All contributions already made by the plan sponsor must be retained in the plan fund, unless the Canada Revenue Agency deemed the contributions already made to date would cause the plan's registration status to be revocable. If the total amount already remitted to the pension plan exceeds what would have been required under the funding relief option, plan sponsors are permitted to cease making additional contributions until the excess contributions have been used up.

**Ontario**

The April 2018 issue of *Manion Magazine* has articles pertaining to "Ontario Defined Benefit Funding Reform" and "Ontario Target Benefit Multi-Employer Pension Plans (TB MEPPs)".

On April 20, 2018, the Provincial government filed Ontario Regulation 250/18 under the Pension Benefits Act introducing a new funding framework for defined benefit pension plans. Under the Regulation are the elimination of solvency funding for defined benefit plans with a solvency funding ratio of 85 per cent or greater, the introduction of an administrative discharge when annuities are purchased for retirees or deferred plan members and the requirement for defined benefit plans to have both governance and funding policies filed with the regulators. The new funding framework will apply to actuarial valuations with a valuation date of December 31, 2017 or later, and filed after April 30, 2018. The Regulation will not apply to specific jointly sponsored pension plans (JSPPs) or to Specified Ontario Multi-Employer Pension Plans (SOMEPPs), but will apply to multi-employer plans that are not SOMEPPs.

In the going concern valuation plans must determine additional contributions to the plan and fund a new reserve for the Provision for Adverse Deviations (PfAD). Required minimum contributions must be sufficient to cover the PfAD in respect of the normal cost, as well as the amount needed to amortize any unfunded portion of the PfAD in respect of the going concern liabilities. The PfAD is calculated as a percentage of the normal cost and of the going concern liabilities (excluding liabilities associated with future indexation).

The PfAD would be calculated based on three components:

1. a fixed aspect of four per cent for open plans and five per cent for closed plans to help reduce the risk of future benefit reductions should plan experience prove troublesome.
2. an aspect based on the plan's target asset allocation to non-fixed income assets, ranging between zero and 12 per cent for open plans and between zero and 23 per cent for closed plans; and
3. an aspect based on the plan's going-concern discount rate, which only comes into the calculation should the discount rate exceed a benchmark.

Eligible multi-employer pension plans can only make improvements to benefits if the plan is fully funded on a going-concern basis and the PfAD is fully funded. There are transitional rules to accommodate timing issues around collective bargaining agreements over a three year period following the transition.

The Regulation detail changes to the calculation of the annual Pension Benefits Guarantee Fund (PBGF) assessment. The new assessment formula takes effect for assessment dated January 1, 2019 and later. The PBGF coverage limit will increase to $1,500 per month, and the related elimination of age and service requirements for coverage, will be effective retroactively for plans wound up on May 19, 2017, or later.

## Quebec Bill 176

Québec's National Assembly enacted Bill 176, entitled *An Act to amend the Act respecting labour standards and other legislative provisions mainly to facilitate family-work balance*. The Bill came into force on June 12, 2018.

No employer operating in Quebec (excludes federally regulated employers) may make a distinction relating to pension plans offered to employees performing the same tasks in the same establishment if the distinction is based solely on the hiring date. This prohibition would not be retroactive and would apply, as of June 12, 2018. A pension plan that provides similarly situated Québec employees hired on or after June 12, 2018 with different contributions rates or participation rules based on date of hire will be prohibited. Bill 176 prevents employers who want to transition their DB plans to DC plans on or after June 12, 2018 from allowing the DB members to remain in the DB plan and new members join the DC plan. This will accelerate the decline of DB plan coverage and disproportionately impact older employees with the most years of service under the DB plan.

A specific remedy against such disparities in treatment is now provided for under the Québec Labour Standards Act. Thus, an employee or an employees' rights organization can file a complaint with the *Commission des normes, de l'équité, de la santé et de la sécurité du travail* (CNESST) or the Administrative Labour Tribunal (ALT) within 12 months of becoming aware of the distinction. Employees subject to a collective agreement or a decree can file a complaint with the CNESST if they prove that they have not exercised recourses arising out of the applicable collective agreement, or that, if they did so, they discontinued proceedings before a final decision was rendered.

If the CNESST agrees to take action regarding the complaint, it will refer the complaint without delay to the ALT, after which it will be able to represent the employees in such proceedings.

If the ALT considers that an employee has been the victim of a prohibited distinction, it may render any decision it believes fair and reasonable, including making an order that the employee be made a member of a pension plan or making other employee benefits applicable to the employee.

Québec is the only jurisdiction in Canada with such restrictive provisions.

## Alberta Common Law Couples Can Now Divide Pensions Upon Separation

In May 2018 the Alberta Government Released EPPA Update 18-03; Eligibility for Pension Credit Splitting on Relationship Breakdown Extended to Common-Law Spouses.

A Court of Queen's Bench of Alberta decision issued April 13, 2018 gives common-law pension partners the same rights to split pension benefits as apply to legally married pension partners on marriage breakdown. It should be noted that the common-law pension partner must meet the criteria for being a pension partner as defined in section 1(3)(b) of the *Employment Pension Plans Act* (EPPA).

The written agreement under the *Matrimonial Property Act* Section 78(a) of the EPPA was challenged in relation to section 15(1) of the *Charter of Rights and Freedoms* (the Charter).

The Court declared that s 78(a) of the EPPA shall be read as follows:

> "agreement" means a written agreement between pension partners that provides for the division and distribution of a benefit and that meets the requirements of sections 37 and 38 of the *Matrimonial Property Act*, *mutatis mutandis*, whether or not that Act is applicable as between the pension partners.

A "read in" effectively amends the legislation. What this means is that eligible common-law pension partners, on the breakdown of their relationship, may split pension benefits based on the same rules that apply to married pension partners. No more that 50% of the benefit accrued during the relationship may be paid to the pension partner, and the benefit is locked-in. As well, the period of an eligible common-law relationship immediately before the date of marriage is now included in the determination of the joint accrual period. This ruling only applies to Alberta members of pension plans registered under the EPPA or the equivalent legislation of another jurisdiction.

In order to comply with this new situation, agreements between common-law pension partners will need to meet the formal requirements of the *Matrimonial Property Act*, set out in section 38. The EPPA, the Employment Pension Plans Regulation and this court decision should be used to determine the specific legislative requirements that apply to the splitting of pension credits upon the breakdown of common-law relationships.

## Alberta Cost Certificate – July 26, 2018

In May 2018 the Alberta Government Released EPPA Update 18-04; Cost Certificate - 2018. The Alberta Government revised the Cost Certificate (CC) that the actuary is required to file each year using their online filing site. The Cost Certificate is not to be mailed to the Employ-ment Pensions office (must be filed online). This eliminates the need to email, mail or courier a copy of the actuarial valuation to the Employment Pensions Office. Interim Cost Certificate will continue to be mailed or emailed to the Employment Pensions Office.

## Alberta Employment Pensions Tribunal

In July 2018 the Alberta Government Released EPPA Update 18-05; Alberta Employment Pension Tribunal.

The Alberta Employment Pensions Tribunal was established under revisions to the *Employment Pension Plans Act* made in September 2014. The purpose of the Tribunal is to hear appeals regarding certain decisions of the Superintendent of Pensions regarding the funding, investment and administration of a pension plan. Effective June 14, 2018, the following persons are appointed to the Tribunal:

Mr. Garett A. Eisenbraun, Chief Appeals Commissioner
Ms. V. Lynn Andrews, Deputy Chief Appeals Commissioner
Ms. Linda M. McNeil, Appeals Commissioner
Mr. Murray D. McGown, Appeals Commissioner

# Manion Staff Corner

## New Roles, Promotions & Retirements

**New Role:**

We have recently expanded our Disability Claims Department by adding two new *Disability Claims Administrators*

- **Bhawan Katora**
- **Candice Mongroo**

Both are available to answer claims related questions or inquiries, provide claims application forms, confirm receipt of forms and or medical information as well as advise on claims status.

They can be reached at 416-234-3633 or email at disability@manionwilkins.com between the hours of 8:30 a.m. and 5:00 p.m. EST.

**Promotions:**

- **Paul Van Rassel** – Promoted to Benefits Administrator May 1, 2018
- **Daphne D'Andrea** – Promoted to Jr. Disability Examiner May 1, 2018
- **Ramneet Khabra** – Promoted to Benefits Administrator – June 1, 2018
- **Jillian Southey** – Promoted to Business Support Analyst June 16, 201
- **Shirley Tran** – Promoted to Manager Select Services June 16, 2018
- **Renata Szczypek** – Promoted to Accounts Receivable Analyst July 1st, 2018

**Retirements:**

- **Deborah Windatt** – Retired May 31st, 2018
- **Silia Paglino** – Retired May 31st, 2018
- **Maria Maldonado** – Retired July 31st, 2018