

## UPCOMING PARAMEDICAL SERVICES BENEFITS IMPROVEMENT

As of **April 1, 2021**, an important paramedical service benefit improvement will be implemented. The maximum benefit claimable by employees of \$10/visit for paramedical services (payable at 80% or \$8/visit) will be removed from the Extended Health Care Plan as of April 1, 2021.

This applies to the following paramedical services: chiropractors, massage therapists, naturopathic physicians, physiotherapists, and podiatrists, up to \$500 per person per calendar year (**payable at 80% of the claims limits**). Under the agreement, the annual limit for physiotherapist services was increased to \$700 as of April 2020. Also, hearing aid coverage was increased effective February 1, 2020 for both adults and children to \$1500 every 48 months for adults and \$1500 every 12 months for children. Reimbursement for hearing aids is at 100%.

The Collective Agreement benefit plans' paramedical coverage are subject to what is called "[reasonable and customary](#)" limits. A sample of reasonable and customary limits broken down by paramedical service can also be found [here](#).

## PANDEMIC PAY

It's been a long wait, but I'm happy to say that KSCL was able to pay out the Pandemic pay on PP#24. Thank-you for your patience and dedication to KSCL during and the still ongoing Pandemic.

## CHRISTMAS PARTY

For the first time in my 22 years at KSCL and like everything else in 2020, our Christmas Party has had to be cancelled. It is unfortunate, but a reality of where we are at with this pandemic. Many other events like parent & staff meetings have moved to Zoom/or Teams and are functioning, but it is still not the same and obviously wasn't an option for our Christmas Party.

Therefore, in lieu of a 2020 Christmas party and of recognition of all the difficulties of this pandemic, personally and professionally, for all of us at KSCL, I have asked the Board of Directors to approve a \$50 gift certificates from Safeway OR No Frills, to purchase a turkey and some trimmings for you and your family. This will go **to every employee** of KSCL, Full-time, Part-time and Casuals. These will be mailed to your home, or your worksite for pickup. Merry Christmas to you all from the KSCL.

## YEARS OF SERVICE AWARDS

Although we've had to cancel the Christmas Party and all the events, such as the Awards of Distinction and poinsettia give away, we can still recognize those staff that have achieved their Years of permanent service with KSCL. This is a recognition of those staff that have dedicated their time in a Regular position and have reached a milestone in 5 year increments. Therefore, as of December 31, 2020 the following Permanent Staff of KSCL will be receive their years of Service Awards with KSCL.

Angela Gibson	20 yrs
Erin Shippy	15 yrs
Jeannette Koop	10 yrs
Don Charron	5YRS
Teresa-Jean Hardy	5YRS
Diana Hart	5YRS
Chris Lyon	5YRS
Garry Poznikoff	5YRS