

Dear Plan Member,

Important information about your drug plan

Effective January 1, 2022, Bombardier's drug plan with Green Shield Canada (GSC) will limit dispensing fees to 5 per year on all maintenance medications. A dispensing fee is a professional fee a pharmacist charges every time you fill a prescription regardless of the days' supply being dispensed.

Here's what you need to know...

Maintenance drugs are used to control and manage a variety of chronic or long-term conditions such as high cholesterol, high blood pressure, and diabetes. Once your condition is stabilized, these medications are commonly prescribed by physicians on a life-long basis.

Pharmacists can dispense up to a 90-day supply for maintenance drugs resulting in only one dispensing fee being charged every 3 months. If you fill your prescription more frequently (i.e., monthly), more dispensing fees will be charged for the same number of pills (3 dispensing fees vs. 1). By asking for a 90-day supply, it means only 4 dispensing fees will be charged for the year and you won't have to visit the pharmacy so often. If you choose not to fill in 90-day supplies and reach 5 dispensing fees, you will be charged the full cost of the 6th and subsequent dispensing fees for the rest of that benefit year.

Don't worry, your coverage isn't changing!

You're still covered for all the same medications under your Bombardier drug plan. All that's changed is how many dispensing fees the plan will cover in a year.

Questions on the dispensing fee?

Just call the GSC Contact Centre at 1.888.711.1119. Hours of operation are Monday to Friday, 8:30 a.m. to 8:30 p.m. (Eastern Time).

If you have any **changes** (e.g., address) to make to your file, please contact the Employee Service Center at 1-888-855-7474 or by e-mail at cse_canada@aero.bombardier.com.

Employee Benefits Department

Frequently asked questions (FAQ)
Implementation of the annual dispensing fees limit

Starting January 1, 2022, Bombardier's drug plan with Green Shield Canada (GSC) will limit the reimbursement of dispensing fees to 5 per year on maintenance medications.

This FAQ document will help you understand this change.

Q1 Why will Bombardier's drug plan with Green Shield Canada (GSC) limit the reimbursement of dispensing fees to 5 per year on maintenance medications?

Bombardier is making this change to ensure employees, retirees, surviving spouses and their loved ones have access to the medication they need while best managing dispensing fee costs.

This change aims to encourage pharmacists to minimize the number of times a prescription is dispensed for medications used to treat chronic diseases.

For example, by providing a three-month supply instead of one month, you will experience a reduction in the number of times you are charged a dispensing fee.

Q2 What are professional fees? What are dispensing fees?

Pharmacies charge professional fees for services that require the skill and expertise of a pharmacist or pharmacy technician to help patients manage their medications and chronic diseases.

Dispensing fees are one kind of a professional fee that are charged for filling your prescription.

Dispensing fees help cover costs to run a pharmacy, including a pharmacist's time for talking with patients about their treatment, maintaining and checking medication records, stocking medications and dispensing drug products.

Q3 When can pharmacists charge dispensing fees?

Every time a pharmacist fills a prescription, they can charge a dispensing fee. If medications are filled daily, dispensing fees can quickly add up.

Prescriptions that are filled regularly and are taken on a long-term basis, such as cholesterol or blood pressure medication, oral contraceptives, insulin, etc., can be safely dispensed in larger quantities to patients who are stable on these products.

Q4 Does the 5 dispensing fees per year limit apply to all drugs?

No. Only maintenance drugs are subject to the new limit of 5 dispensing fees per year.

Q5 How do I know if the drugs I use are maintenance drugs?

Generally speaking: Maintenance drugs are:

Drugs prescribed to treat chronic medical conditions, and drugs that can be reasonably expected to be dispensed every three months, without negatively affecting the plan member's health.

Your physician or pharmacist can confirm whether your drugs are maintenance drugs.

Q6 Are all maintenance drugs subject to the 5 dispensing fees per year limit?

No. Many drugs are considered maintenance drugs, but need to be dispensed more frequently – including biologics and specialty drugs and products where there is potential risk of abuse or misuse; for example, narcotics and controlled drugs. Drugs requiring more frequent dispensing will not be subject to the new limit of 5 dispensing fees per year.

Q7 How are the 5 dispensing fees per year limit applied?

The 5 dispensing fees per year limit applies to each unique Drug Identification Number (DIN) that is related to a maintenance drug and not for all the maintenance drugs combined.

Q8 How does the 5 dispensing fees per year limit work?

After you have reached the maximum of 5 dispensing fees in a calendar year (January 1 – December 31) for a DIN that qualifies as a maintenance drug, the dispensing fee portion of the prescription cost will no longer be covered by your drug plan.

You will still be reimbursed for the cost of the ingredient of the drug (subject to plan design limits) but not for the dispensing fee component.

The number of reimbursed dispensing fees will be reset to zero on January 1st of the following year.

Here an illustration of what the plan and you pay (note that this illustration excludes any impact of the \$5 per script deductible and the \$9 dispensing fee maximum).

However, if your physician changes the dosage of your drug at the same time that you switch from the brand to its generic equivalent drug, the number of dispensing fees will start at zero.

Q11 What would happen if I buy (voluntarily or not) a maintenance drug more than 5 times per year?

After you have reached the maximum of five dispensing fees in a given year for a DIN that qualifies as a maintenance drug, the dispensing fee portion of the prescription cost will no longer be covered by your drug plan.

You will still be reimbursed for the cost of the ingredient of the drug (subject to plan design limits) but not for the dispensing fee component.

Q12 At the point of sale, will I be able to know how many dispensing fees I have already submitted for the same maintenance drugs

No. You will have no way of knowing that the Bombardier's drug plan with Green Shield Canada (GSC) has put this new rule in force.

You can always contact Green Shield Canada (GSC) to know how many dispensing fees you submitted in any calendar year for the same DIN.

Once you have reached the maximum of five dispensing fees each year for a DIN that qualifies as a maintenance drug, the pharmacist will require you to pay the dispensing fee portion of the prescription cost that is no longer covered by your drug plan.