

To: Members of the Supplemental Health Plan
Subject: Prescription Drug Plan at age 65 and over

Dear Member of the Supplemental Health Plan,

At age 65 and as a resident of Quebec, you were automatically enrolled in the RAMQ Drug Plan for prescription drugs on the RAMQ's drug list. However, it is requested by RAMQ that all individuals aged 65 or over, eligible to a private health plan prior to age 65, be offered the choice to participate in the RAMQ Drug Plan, or opt out of that coverage, and instead choose the drug coverage provided by the private health plan.

Our records indicate that you were not offered the option to opt out of the RAMQ Drug Plan and elect a McGill Drug Plan for members age 65 and over. Please see below the details of the plan the University is offering so that you can assess which of these options is most beneficial to your unique situation.

Remember that whichever plan you choose for RAMQ drug coverage, the Supplemental Health Plan will still cover your other eligible expenses (such as: eligible drugs not covered by the RAMQ formulary, certain health practitioners, medical supplies and services and travel insurance) for you and your eligible dependents, if you have family coverage, in accordance with the terms of the Supplemental Health plan.

You are encouraged to carefully review the features and benefits as well as the costs of participating in the RAMQ Drug Plan relative to the McGill Age 65+ Drug Plan.

Options: RAMQ Drug Plan vs. McGill Age 65+ Drug plan

Option A - Remain in the RAMQ Drug Plan: Under this option, you are reimbursed under the Public Plan for drugs covered by RAMQ. The current reimbursement level is 65% and may vary in the future according to provisions determined by RAMQ. For non-RAMQ drugs covered by the McGill drug formulary, you remain covered under the McGill Supplemental Health Plan and receive reimbursement at 80%.

Option B - Opt out of the RAMQ Drug Plan: Under this option, you elect coverage under the **McGill Age 65+ Drug Plan** where RAMQ and non-RAMQ drugs are covered at 80%. However, as permitted by RAMQ, the premium rate will be adjusted to reflect the experience of the group. As a result, if you elect this plan, you will pay a premium, in addition to the Supplemental Health plan premium, as described below.

Annual contribution for 2021

Single coverage	RAMQ drugs covered under Option A or B	Supplemental Health Plan (covers non-RAMQ drugs and other eligible expenses)		Your total contribution
		Yearly Premium	Out of pocket maximum	
Option A RAMQ Drug Plan	\$1,871 ⁽¹⁾	\$606 + 9% sales taxes = \$661	\$400 ⁽²⁾	\$2,932
Option B McGill Age 65+ Drug Plan	\$3,500 + 9% sales taxes = \$3,815	\$606 + 9% sales taxes = \$661	\$400 ⁽²⁾	\$4,876

Family coverage	RAMQ drugs covered under Option A or B	Supplemental Health Plan (covers non-RAMQ drugs and other eligible expenses)		Your total contribution
		Yearly Premium	Out of pocket maximum	
Option A RAMQ Drug Plan	\$3,742 for two persons ⁽¹⁾	\$1,194 + 9% sales taxes = \$1,301	\$800 ⁽²⁾	\$5,843
Option B McGill Age 65+ Drug Plan	\$7,000 + 9% sales taxes = \$7,630	\$1,194 + 9% sales taxes = \$1,301	\$800 ⁽²⁾	\$9,731

- (1) This amount represents the current total premium, between \$0 and \$710 per person (depending on net family income) and the maximum amount paid for drugs covered per year of \$1,161 per person (after which you are reimbursed at a 100%). The annual premium is paid when you file your income tax return with Revenue Quebec.
- (2) The out-of-pocket maximum is \$400 for single coverage and \$800 for family coverage after which, expenses are reimbursed at 100%.

How do the two options compare?

The RAMQ Drug Plan (Option A) is likely to be more advantageous to you because it costs significantly less than the McGill Age 65+ Drug Plan (Option B), as indicated in the previous table.

Why does it cost me less to remain with the government's Drug Plan?

The contribution required under the government's Drug Plan is much lower than the required contribution for the McGill Age 65+ Drug Plan since it is subsidized by the Quebec government. In fact, the annual contribution for the same coverage under the McGill Age 65 + Drug Plan represents the actual cost to provide equivalent coverage. This amount will be revised each year, based on claims paid to participants in preceding years. Please note that the annual contribution for RAMQ drugs covered under Option B is payable, as described above, in addition to your current contribution for coverage of other eligible expenses under the Supplemental Health Plan.

What do I need to do?

You have nothing to do if you want to maintain your coverage under the RAMQ Drug Plan.

Should you want to elect the McGill Age 65+ Drug Plan, please contact the Shared Services Unit in Human Resources by email at hrhr@mcgill.ca or by phone at 514-398-4747 **by September 30, 2021**.

It is important to note that if you choose to remain covered under the RAMQ Drug Plan, you cannot opt to join the **McGill Age 65+ Drug Plan** after September 30, 2021. If you elect the **McGill Age 65+ Drug Plan**, you may choose to opt-out and join the RAMQ Drug Plan at any time.

Should you have any questions, do not hesitate to contact the Shared Services Unit in Human Resources by email at hrhr@mcgill.ca or by phone at 514-398-4747.