

# BENEFITS BULLETIN

July 1, 2026 Plan Design Update

## ACTIVE EMPLOYEES OVER AGE 65 AND RETIREES

At UNB, we provide a comprehensive benefits program that supports the health and wellbeing of our employees and their families. This year, the Benefits Review Committee undertook a thorough review of the health and dental plan to ensure it continues to meet the evolving needs of our diverse employee group.

Guided by feedback from employees, a review of benefit plan designs at peer universities in the region, and recognition of the diverse health needs across our community, including the growing impact of mental health, the Committee set out to:

- Modernize coverage in certain areas to better reflect current health cost, needs and treatment options
- Simplify plan provisions to make coverage easier to understand and use
- Make changes that are cost neutral on a current basis but keep pace with change

The following changes to your Extended Health benefit take effect **July 1, 2026**.

Benefit	Updated Provision
Vision	Vision benefits (lenses/contact lenses/frames) every 24 months for adults and every 12 months for children under 19 years of age. Maximum is \$275. Eye exams up to reasonable and customary fee every 24 months for adults and every 12 months for dependent children under 19.
Paramedical, Mental Health & Speech Therapy	All listed practitioners (except Mental Health and Speech Therapy) are reimbursed up to \$650 maximum per year per practitioner; visits are subject to reasonable and customary fee. Athletic Therapist remains bundled with Physiotherapy. The overall maximum for all these services is \$2,000 per year. Mental Health Practitioners: reasonable and customary fee per visit, maximum \$3,500 per calendar year. Speech Therapy: reasonable and customary fee, maximum \$3,500 per calendar year.
Hearing Aids	\$3,500 per ear <u>or</u> both ears, per three calendar years.
Hair Prosthetics (Wigs)	Hair prosthetics (wigs) when hair loss is due to an underlying pathology or its treatment, to a maximum of \$1500 in a lifetime.

Benefit	The benefit changes below only apply to retirees and/or spouses under age 65.
Drug Plan Dispensing Fees	Participant pays the Pharmacy's dispensing fee plus \$4.00 for each eligible drug on the prescription, to a maximum of \$15.00 per prescription.
Diabetic Equipment	\$200 per year including glucometer, pressurized insulin injector, and insulin dosing systems
Diabetic Supplies	Covered under the drug card. (Retirees and/or spouses over age 65 do not have Drug coverage on this plan)

### Telemedicine through GreenShield Health:

Skip the lines and connect virtually with a doctor quickly! Telemedicine by GreenShield Health offers timely and effective care from a Canadian-licensed general practitioner (GP) online. Employees & dependents can consult a GP online from their smartphone or PC – for medical advice, diagnosis, and treatment including prescriptions and lab work, **even if you have a family doctor!** 24/7/365 access.

**Benefits Questions:** For questions about your benefits, please contact the Benefits Office at [benefits@unb.ca](mailto:benefits@unb.ca) or visit the [Retiree benefits webpage](#)

This bulletin provides a summary of changes to your benefits plan effective July 1, 2026. Your Benefits Booklet and plan documents remain the governing documents for your coverage. If there is any discrepancy between this summary and the plan documents, the plan documents will govern.