

1 Q. Re: PUB-NLH-027, Hydro states at page 293 that Hydro's plan provides 100%
2 reimbursement of eligible drugs with the employee paying the full cost of
3 dispensing fees. Hydro goes on to states that Hydro's plan is consistent "within the
4 range of the comparator group, which provides between 80% and 100% coverage
5 for eligible expenses with some form of employee-paid contribution towards the
6 dispensing fee that ranges from a full payment to a flat amount." Please
7 individualize the benefits provided by the companies in the comparator group as
8 regards (a) level of coverage and (b) dispensing fee treatment.

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11 A. PUB-NLH-027 provides comparator information regarding wage rates and does not
12 reference benefits or a page 293; however, Hydro has provided the information
13 requested in the question above in absence of this reference.

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15 Table 1 provides a comparison of the benefits provided by the comparator group
16 (Atlantic Canada Electric Utilities) and which is referenced in PUB-NLH-039 that
17 relate to the level of coverage and treatment of dispensing fees and co-payment for
18 the prescription drug programs. As dispensing fees vary among pharmacies and can
19 significantly impact the cost of a prescription drug, Hydro's plan provides an
20 effective means of engaging employees in managing costs.

Table 1

Company	Level of Coverage	Treatment of Dispensing Fee and Co-Pay
Hydro	<ul style="list-style-type: none"> • Pay direct. • 100% reimbursement for eligible drugs. 	<ul style="list-style-type: none"> • Employee pays 100% of dispensing fee (no cap).
Comparator 1	<ul style="list-style-type: none"> • Pay direct. • 80% of eligible expenses. • Generic substitution. 	<ul style="list-style-type: none"> • Employee pays 20% co-payment. • (No co-payment is required for insulin.)
Comparator 2	<ul style="list-style-type: none"> • Flex Benefits Plan. • Coverage is dependent on plan (five different elections available) ranging from \$5,000 out-of-pocket before drugs are covered at 100% to a \$100 deductible (out-of-pocket expense) before drugs are covered at 90%. • Medavie Blue Cross drug formulary. <p><i>NOTE: Generic substitution formulary is being implemented in January/February.</i></p>	<ul style="list-style-type: none"> • Employee pays 100% of the dispensing fee. • Co-pay amount ranges among plan selection.
Comparator 3	<ul style="list-style-type: none"> • 100% reimbursement. • Generic substitution. 	<ul style="list-style-type: none"> • Employee pays 100% of dispensing fee up to \$7.
Comparator 4	<ul style="list-style-type: none"> • Hourly employees: 100% reimbursement. • Salaried employees: coverage is dependent on benefit election within flex plan. 	<ul style="list-style-type: none"> • Hourly employees: co-pay is \$5 deductible each prescription. • Salaried employees: pay 100% of dispensing fee and percentage of co-pay is dependent on the flex plan elected.