

During the six-month transition periods for each phase, PharmaCare will cover both originator and biosimilar versions of the affected drugs. These transition periods will provide time for patients to inform themselves and start the switching process with their prescriber. At the end of each phase, PharmaCare will only cover the biosimilar versions of the drugs listed below, for the affected indications.

Phase One (May 27, 2019 — November 25, 2019)

Drug	Originator	Biosimilar	Indications Affected
etanercept	Enbrel ®	Brenzys ®	Ankylosing Spondylitis Rheumatoid Arthritis
		Erelzi ™	Ankylosing Spondylitis Psoriatic Arthritis Rheumatoid Arthritis
infliximab	Remicade ®	Inflectra ® Renflexis ®	Ankylosing Spondylitis Plaque Psoriasis Psoriatic Arthritis Rheumatoid Arthritis
insulin glargine	Lantus ®	Basaglar ™	Diabetes (Type 1 and 2)

Phase Two (September 5, 2019 — March 5, 2020)

Drug	Originator	Biosimilar	Indications Affected
infliximab	Remicade ®	Inflectra ® Renflexis ®	Crohn's Disease* Ulcerative Colitis*

*Pediatric patients on Remicade will be switched to an infliximab biosimilar. PharmaCare is working closely with B.C. Children's Hospital to accomplish this, and pediatric patients may not be switched on the same timeline as adult patients.

<https://www2.gov.bc.ca/gov/content/health/health-drug-coverage/pharmacare-for-bc-residents/what-we-cover/drug-coverage/biosimilars-initiative-patients>

If you are attending the Fall Breakfast Education session we will have a copy for you.



Impaired at Work – A guide to accommodating substance dependence

The purpose of this guide is to help federally-regulated employers address substance dependence in the workplace in a way that is in harmony with human rights legislation. This guide outlines the rights and responsibilities of the employee, job applicants, the employer, unions and/or employee representatives.

** This publication is only available in electronic format. If you require a paper version, please contact the Commission directly. Please allow 5-8 business days for processing.*

Or you can download your copy from the website:

<https://www.chrc-ccdp.gc.ca/eng/content/impaired-work-guide-accommodating-substance-dependence>

For more information The BC Human Rights Code is available at www.bchrt.gov.bc.ca

THE ENCOMPASS ADVISOR

Benefit Your Business. Protect Your People.

HR Compliance Calendar - excerpt from HR Insider September 2019

Upcoming deadlines, regulatory changes and enforcement events you need to prepare for, **Federal**

- | | |
|---|--|
| September 1 | New pay equity rules take effect. |
| September 1 | New labour standards protections for temps take effect. |
| September 1 | Bill C-86 changes to labour standards take effect regarding: |
| • Meal breaks & rest periods | • Paid family violence leave |
| • Medical breaks | • Reprisal complaints |
| • Vacation | • Group termination |
| • Holiday pay | • Termination notice |
| • Maternity & parental leave | • Minimum age of employment |
| • Critical illness, death or disappearance leaves | • Jury duty leave |
| • Medical and Personal leave | |

British Columbia

September 30 Workers compensation reform report expected.
October 1 New licensing requirements for recruiters of foreign workers takes effect.

Alberta

September 1 Old (pre-2018) ESC rules take effect regarding * Holiday pay * Overtime pay
September 1 New Flexible Averaging Agreement rules take effect.

If you have questions on these or any other HR questions, don't forget that there will be a Labour Lawyer at our Fall Breakfast Education session, if you would like your question covered at the session then send your question to Service@encompassbenefits.com and we will pass it on to the Labour Lawyer.

Biosimilars Initiative for Patients

In This Issue

HR Compliance Calendar
Biosimilars Initiative for Patients
Page 1

Disability Management
Pension Fees 2020
Page 2

Community Support
2019 Scholarship Recipients
Food for Thought
Page 3

Biosimilars
Impaired at Work
Page 4

PharmaCare is launching a Biosimilars Initiative to switch patients using originator (biologic) drugs for certain indications to their biosimilar versions. This initiative is happening in two phases. In the first phase, patients using Enbrel®, Remicade®, and Lantus® for affected indications will be switched to biosimilar medications. In phase two, patients who currently use Remicade to treat gastrointestinal conditions will be switched to a biosimilar.

The three originator drugs affected represent some of the province's largest drug expenditures. PharmaCare's decision to replace certain originator drugs with their biosimilar versions will result in major cost savings to B.C.'s health care system and will provide better access to drugs that people need without compromising drug effectiveness.

See page 4 for more details.

• Issue: Fall 2019 •

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What is the Duty to Accommodate?

Employers and service providers have an obligation to adjust rules, policies or practices to enable you to participate fully. It applies to needs that are related to the grounds of discrimination. This is called the duty to accommodate.

The duty to accommodate means that sometimes it is necessary to treat someone differently in order to prevent or reduce discrimination. For examples, asking all job applicants to pass a written test may not be fair to a person with a visual disability. In such cases, the duty to accommodate may require that alternative arrangements be made to ensure that a person or group can fully participate.

Examples of Duty to Accommodate

- Providing a special screen and software for people with visual impairment
- Allowing an employee to take time off to attend a medical appointment
- Managing an employee's schedule in a way that balances their work and caregiving obligations
- Making wheelchair access available to people with disabilities

What is Undue Hardship?

It is also important to consider that there is a reasonable limit to how far your employer or service provider has to go to accommodate your needs. Sometimes accommodation is not possible because it would cost too much or create health or safety risks. This is known as undue hardship. Your employer or service provider can claim undue hardship as the reason why certain policies or practices need to stay in place, even though they may have a negative effect on you. They will need to provide sufficient evidence.

Example of Undue Hardship

A pilot for a small airline develops a medical condition that limits his peripheral vision. Because of his condition, he is no longer allowed to fly planes. The airline has very few employees, and there are no other jobs to offer him. The employer could argue that keeping the pilot on their payroll would cause undue hardship, and that letting him go is their only option.

Canadian Human Rights Commission

Group Pension Fees (BC)



Fee Type	July 2008 to Current	Proposed Fees for FY 2020/21*
Active Members	\$6.15	\$8.35
Non-Active Members	\$4.50	\$7.30
Minimum Fee	\$200	\$250
Maximum Fee	\$75,000	\$85,000

* New fees will take effect for plan years ending January 1, 2020 or later
HR Insider September 2019

BLOG & NEWSLETTER

Keep current with news and articles on group benefits, pension, HR and industry trends. Sign up for our e-Newsletter and check us out at: www.encompassbenefits.com

Community Support

2019 Scholarship Winners



Congratulations to:

Catherine Bowen, Heritage Christian School
Dreyton Nelms, Immaculata Secondary
Nathan Kustren, Rutland Senior Secondary
Rylan Kushka, Mennonite Brethren Collegiate Institute Inc.
Cody Stefick, Columbia Bible College
Brianna Wiebe, Canadian Mennonite University

One of Our New Community Projects



FOOD FOR THOUGHT
ELIMINATING HUNGER ONE CHILD AT A TIME

There are over 4,500 children in the central Okanagan that live in a food insecure home and are at risk of going to school hungry. Since 2009, Food for Thought aims to eliminate hunger in children, one child at a time in the Central Okanagan through our various programming.

<https://www.hopeforthenations.com/project.aspx?asset=4053>



We are giving away 5
\$100 cash bills!

Bring a business contact / friend who is involved in managing their benefits (who is not an ENCOMPASS client) and you will likely win one!

Our Fall Breakfast Education session at the Kelowna Yacht Club 17th October 2019 Don't Miss Out! If you haven't already confirmed your attendance – let us know at service@encompassbenefits.com

Bringing you another informative session, providing resources and information to keep you up-to-date from the Group Benefits, Pension and HR perspective!

This session's topics:

Employment Law
Financial Wellness
Mental Health

100-215 Lawrence Ave.
Kelowna, BC V1Y 6L2
Ph: 250-763-6464
Toll-Free: 1-800-665-5262
Fax: 250-763-4688
www.encompassbenefits.com
E&OE