

ANNEX "A"

PUBLIC SERVICE DENTAL CARE PLAN

EFFECTIVE DATE:

As soon as practicable, the Board to remain seized pending implementation and to supervise as rapid an implementation as is practicable.

PROVISIONS OF PLAN:

The plan will be self-insured. Eligibility, participation and benefits are as follows:

1. ELIGIBILITY

The persons who may be covered by the plan are eligible employees, spouses and children.

As much as is practical for a dental plan, these terms are being defined in the same way as they are defined for the purposes of other public service benefit plans. There will be provision for common-law spouses, and children will be eligible until age 21.

2. PRINCIPAL RULES OF PARTICIPATION

The following rules are subject to the exemptions described in section 4 below.

- a) All eligible employees will be required to join the plan on the inception date.
- b) The employee may choose whether or not to enroll his or her spouse and children.
- c) Once the employee enrolls his or her spouse and/or children, the coverage cannot be cancelled, as long as the spouse and/or children remain eligible.
- d) The employee will have only one occasion to decide whether or not to enroll his or her spouse and children.
- e) A spouse may be enrolled at the earliest occasion of eligibility, and only then.
- f) The enrollment of the employee's eldest child will be the key to coverage for all children. Children need not be enrolled but if they are ever to be enrolled, they must be enrolled at the inception of the plan or upon the eldest child reaching age 6, whichever is later.