



July 22, 2026

Changes to the Extended Health Care Plan and Dental Fee Schedule

Following the signing of the Urban and RSMC collective agreements, the modifications to the Extended Health Care Plan (EHCP) are now in effect for all eligible Canada Post employees. As of July 9, 2026, the new plan is in effect and will be retroactively applied back to June 18, 2026.

The changes are summarized below:

- ❖ Massage therapy is now covered at 80% of a maximum of \$500 per calendar year.
- ❖ Expenses for treatment by registered psychologists, psychotherapists, or social workers will be covered at 80% of a maximum of \$3,000 per calendar year.
- ❖ Expenses for vaccines including flu shots and Shingrix are covered at 80% up to \$1,000 per calendar year.
- ❖ Expenses for gender affirming care will be covered up to 80% of a lifetime maximum of \$15,000.
- ❖ Dispensing fees will be capped at \$9 for all prescription drugs. Any dispensing fee in excess will be subject to the coordination of benefits for those who have family coverage.
- ❖ Mandatory generic substitution will apply for all prescription drugs whenever possible. The exception process will still be in effect under certain criteria. In most cases, if you are not able to take the generic version of a particular drug, you can get it covered by having your doctor fill out a drug exception form.

EHCP Retroactivity

Benefit claims that were refused between June 18 and July 9, 2026, when the plan was not in place, will be re-evaluated automatically, and where applicable, members will be reimbursed accordingly.

Dental Fee Schedule

The dental fee schedule (2025) came into effect on June 23, 2026.

Where applicable, payments for services rendered between June 18 and 23, 2026, under the dental fee schedule, will also be retroactively adjusted and automatically be credited. For clarity, the relevant date is the date the services were provided, not the date the claim was submitted.

In Solidarity,

Carl Girouard
National Grievance Officer

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