

November 15, 2022

To: Participating Employers / Human Resource Personnel / Union Partners

**From: Jade Lea-Wilson
Director, Claims Services, Employee Benefits**

Re: Changes to the Disability Income Plan Lump Sum Payouts

We are pleased to share with you an enhancement to the Disability Income Plan plans that is effective immediately.

Vacation pay, time-in-lieu pay, and statutory holiday pay, earned and banked by the employee **prior** to their date of disability and paid by the employer in a lump sum after the date of disability, will no longer be used as an offset and **will not** reduce disability income benefits payable to a plan member on an approved disability claim.

This change will replace the current practice of allowing a one time lump sum payout to an employee from the employer while on an approved disability claim.

When an employee is on a gradual return to work, the employer must continue to report regular employment earnings including vacation, time in lieu and statutory pay for each regular pay period on the integrated earnings report. Please do not include vacation bank payouts, time in lieu bank payouts or statutory holiday bank payouts on your integrated earnings report.

The Disability Application at a Glance brochure, the 3sHealth Long-term Disability Plan booklets for CUPE SEIU-West, SUN and General have all been updated and are available on the 3sHealth website at <https://www.3shealth.ca/employee-benefit-plans>.

If you have additional questions regarding this bulletin, please contact Jade Lea-Wilson at jade.lea-wilson@3shealth.ca or 306.347.5533.