

December 11, 2023

To: Participating Employers / Human Resource Personnel / Union Partners

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

Re: Update: Changes to the Disability Income Plans Lump Sum Payout Provision

This bulletin is to clarify that vacation pay, time-in-lieu pay, statutory holiday pay, earned and banked time lump sum payments are not used as an offset to disability income plan benefits regardless of when they were earned. Previously, the benefit bulletin stated only lump sum payments earned **prior** to the date of disability were not an offset, however, all lump sum payments, regardless of when they were earned are not an offset to disability benefit payments.

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 statutory holiday bank payouts or earned and banked time lump sum payments 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.