

February 22, 2021

**To: Benefit Administrators / Human Resource Personnel / Union Partners**

**From: Lorne Shiplack**  
**Benefit Services Manager, Employee Benefits**

**Re: Collective Bargaining Agreement Wage Adjustment and**  
**Retroactive Disability Benefit Adjustment for SEIU-West Employees**

---

3sHealth Employee Benefits received confirmation that the collective bargaining agreement between SAHO and SEIU-West is ratified. This agreement includes changes to eligible employee wage rates, which may impact the disability benefits paid to employees who became disabled on or after April 1, 2019.

Page 18 of the SEIU-West Long-Term Disability Booklet outlines what will happen when a general pay increase occurs:

**What happens if there is a general pay increase at my workplace while I'm receiving disability benefits?**

If the pay increase is effective after your Date of Disability, your disability benefits will not be adjusted.

If the pay increase is retroactive to a date before your Date of Disability, upon confirmation by your employer, your benefits will be adjusted to include any general pay increase that you may be entitled to receive.

To assist with identifying the employees who may be eligible for an adjustment to their disability benefit, 3sHealth will prepare a list of your SEIU-West employees who are currently on an approved disability claim with an approval date on or after April 1, 2019. We will place your list on the DDS on or before March 3, 2021. Your employee list will be placed on the DDS in a folder named "**SEIU-West Retro April 1, 2021**".

For employers who do not subscribe to 3sHealth payroll services, we will email your employee lists to you protected with the password "**SEIUretro2021**".

**Employer Action Required:**

- Please review the list of employees that will be provided by 3sHealth.
- Confirm all employees that are eligible for the retroactive Collective Bargaining Agreement pay increase(s).
- Provide each employee's **NEW RATE(S) OF PAY**.
- Please sign, date and send your completed employee list by March 19, 2021 to 3sHealth by fax at 306.347.5910 or by email at [EBP@3sHealth.ca](mailto:EBP@3sHealth.ca), ensuring your document is password protected with "**SEIUretro2021**".

When we receive your completed list, we will confirm each employee's eligibility for a retroactive disability benefit adjustment. If eligible, we will calculate and adjust the employee's disability benefit. Payment for the adjusted benefit will then be mailed to each employee by cheque, along with a statement detailing their adjustment.

If you have any questions regarding this bulletin, please contact Lorne Shiplack at [Lorne.Shiplack@3shealth.ca](mailto:Lorne.Shiplack@3shealth.ca) or 306.347.5528.