

January 7, 2022

To: Benefit Administrators / Human Resource Personnel

**From: Alana Shearer-Kleefeld
Director, Employee Benefits**

**Re: CUPE Memorandum of Agreement and Integrated Earnings
Employee Benefit Plans**

SAHO and CUPE Local 5430 recently executed a Memorandum of Agreement (MOA). One of the provisions of the MOA is *a lump sum payment of \$200.00 will be paid to each employee employed as of November 30, 2021. Payment shall not be prorated for other than full time employees.*

3sHealth, as the administrator of the CUPE Disability Income Plan, will not require employers to report the \$200.00 lump sum payment for the purposes of integrated earnings. This is a one-time lump sum payment and will not be used as an offset for plan members receiving CUPE disability income plan benefits.

If you have any questions about reporting integrated earnings, please contact our Benefit Services Team at 1.866.278.2301 or email ebp@3shealth.ca