

February 28, 2013

To: Participating Employers

From: Bud Anderson
Director, Employee Benefits

Re: Benefits Administration Process: Employee Option to Opt-Out of 3sHealth Disability Income Plan Following Retirement and Rehire

This is a follow up communication related to the Directive dated January 3, 2013 regarding the ability for employees to elect to opt-out of the Plan in the scenario where they have been rehired following having retired and accessed a pension provided by their employer.

Please be advised that upon receipt of the Opting-Out of 3sHealth Disability Income Plan Benefits Form, 3sHealth Employee Benefits Administration will process the form effective the date the Employee signed, as long as the form is received within 30 days of the Employees signature. If the form is received outside of the 30 day window, 3sHealth would contact the Employer to advise of the effective date of the waiver. 3sHealth Employee Benefits will then process the form as of the date received.

Any overpayment of premiums should be refunded to the Employee.

This is similar to the process that was followed when the opt-out option was available to SUN members only.

Should you have any questions or concerns, please email ebp@3sHealth.ca or contact me directly at 306-347-5524.