

June 1, 2012

## Change to the Long Term Disability Qualification Period under the Nurses' Agreement

We have received information from HEABC regarding the change to the Long Term Disability plan under the Nurses' Provincial Collective Agreement. This change affects new LTD claimants with dates of disability incurred on or after April 1, 2012.

Please find attached:

- » Administrative Guideline #1 – 2012
- » Employee bulletin that you may wish to distribute or post

The new LTD plan provisions apply to the following HBT Class Codes: 5,109,116,187 and 718.

### CONTACT

If you have any questions about the attachments, please feel free to contact:

**WENDY FULLERTON**

Client Consultant, Benefits Administration

[wendy.fullerton@hbt.ca](mailto:wendy.fullerton@hbt.ca)

604-678-8316

Toll Free 1-888-736-2087

**DARREN MCKNIGHT**

Manager, Operations


[darren.mcknight@hbt.ca](mailto:darren.mcknight@hbt.ca)

604-678-8512

Toll Free 1-888-736-2087

**Elisabeth Whiting**

Director, Client Service & Communications

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## New Long Term Disability Benefit Provision Nurses' Agreement

### Administrative Guidelines #1-2012

**To:** Benefit Administrators at Healthcare Benefit Trust Member Organizations  
Long Term Disability Claim Administrators

**c:** Payroll Department

**Date:** June 1, 2012

**Subject:** Change to the Long Term Disability Qualification Period under the Nurses' Provincial Collective Agreement

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We have received confirmation from HEABC regarding the change to the Long Term Disability (LTD) plan under the Nurses' Provincial Collective Agreement that was effective April 1, 2012.

Please find attached:

- Administrative Guideline #1-2012
- Employee bulletin that you may wish to distribute or post

The new provision applies to the following HBT Class Codes: 5, 109, 116, 146, 187, and 718.

If you have any questions about the attachments, please feel free to contact:

- Wendy Fullerton, Client Consultant [wendy.fullerton@hbt.ca](mailto:wendy.fullerton@hbt.ca) or 604-678-8316
- Darren McKnight, Manager, Operations [darren.mcknight@hbt.ca](mailto:darren.mcknight@hbt.ca) or 604-678-8512
- Toll-free at 1-888-736-2087

*This Administrative Guideline is to advise you of the change in the Long Term Disability (LTD) qualification period that was agreed to between HEABC and the Nurses' Bargaining Association.*

### Change to Long Term Disability Qualification Period

#### Qualification Period reduced from 5 months to 4 months

On May 16, 2012, HEABC issued CIU# NP-172 which advised employers that HEABC and the Nurses' Bargaining Association reached an agreement that LTD qualification period has been **reduced from 5 months to 4 months**.

This change is **effective April 1, 2012**.

The change in qualification period will apply to new LTD claimants who became **disabled on or after April 1, 2012**.

LTD claimants who became **disabled prior to April 1, 2012** will have their claims adjudicated based on the 5 month qualification period.

Please ensure that LTD claims for new claimants are sent to Great-West Life after 2 months of disability.

The LTD claim packages will be updated on HBT's website to reflect the change

### Contribution Rates

Rate changes reflecting the change in the LTD qualification period will not occur at this time.



## Notice to Employees Covered by the Nurses' Agreement

### Change to your Long Term Disability Plan Provisions

#### Change to the Qualification Period

The LTD qualification period has been changed from 5 months to 4 months.

This change applies to Nurses who have a date of disability on or after April 1, 2012.

Nurses who incur a disability prior to April 1, 2012, will have their LTD claims adjudicated based on a 5 month qualification period.