

February 23, 2023

UPDATE: 2022-2025 Facilities Collective Agreement – Changes Affecting Benefits

In follow up to the e-flash that was sent February 6, 2023, HBT is updating the request for information.

We have re-evaluated the scope of work involved by all parties to provide the updated earnings information. To make the task less onerous, Canada Life will instead send a list of the affected LTD employees who are affected by the wage increase.

General Wage Increases and Employees on Long Term Disability - UPDATED

1. The LTD benefit for employees disabled on or after April 1, 2022 are affected if they receive a retroactive wage adjustment.
 - Canada Life will provide you with a list of affected employees. You can expect to receive this by Feb 28, 2023 if you have any impacted employees.
 - Review the *Employer's Statement* and/or *Calculation of Part-Time Earnings* form(s) submitted for these employees.
 - If the reported pre-disability earnings have changed, send a revised *Employer's Statement* and/or *Calculation of Part-Time Earnings* form to Canada Life by March 17, 2023. Please send to Andy Mak at Andy.Mak@canadalife.com
2. Employees working Rehabilitation Employment **who were being paid by the employer for hours worked** are affected if they receive a retroactive wage adjustment. Canada Life has no ability to determine who these employees are and will rely on the employers to determine the employees affected.
 - Review the *Monthly Earnings Report While on LTD* form submitted.
 - If the reported rate of pay by the employer has changed, you must submit a revised *Monthly Earnings Report While on LTD* form to Canada Life by March 17, 2023.

Refer to the February 6, 2023 e-flash attachment 'Earnings Update to Canada Life' documents for detailed instructions on the MERs reporting.

3. Employees being assessed under Any Occupation are affected if they receive a retroactive wage adjustment.
 - Provide the Current Rate of Pay to Canada Life by March 17, 2023.

Please forward this document to all departments within your organizations that may require and rely on this information.

Questions

If you have any questions, please contact Canada Life, HBT Benefits or Finance Team:

Canada Life

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HBT Finance Team

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