



Healthcare Benefit Trust (HBT) ERS #51493/LTD #51337
 Joint Community Benefits Trust (JCBT) ERS #59329/LTD #59234
 Joint Facilities Benefits Trust (JFBT) ERS #59328/LTD #59233
 Joint Health Science Benefits Trust (JHSBT) ERS #59327/LTD #59232

Early Referral Services

AUTHORIZATION FOR INFORMATION RELEASE

To be completed by the **Employee**

1.0 Purpose of Collection, Use and Disclosure

If you experience a Work Disability, you may access resources and programs that are designed to assist you to return to gainful employment. You are covered by one of the health and welfare trusts listed above (the "Trust") which provides your Long Term Disability Plan (LTD Plan). *If you require confirmation of which Trust applies to you, contact your union or employer.* Your LTD Plan includes this Early Referral Services program, through which Rehabilitation Services are delivered.

To administer this Early Referral Services program the Trust collects, uses and discloses your Personal Information and Diagnostic Medical Information and exchanges that information with its agents including HBT (if the Trust is not HBT), Canada Life (CL) and other entities. More specifically, if you experience a Work Disability, the Trust will collect, use and exchange your Personal Information and Diagnostic Medical Information as is reasonably necessary to satisfy one or more of the following purposes: deliver Rehabilitation Services; help you manage your Work Disability if you are at work; if you are absent from work, confirm the anticipated duration of your leave and assist you and your employer to manage your absence from work; determine the type of work that is suitable given your functional limitations; determine if medical or vocational rehabilitation would benefit you and your return to gainful employment; and/or assist a Working Group to deliver services to you in respect of your Work Disability, if appropriate. If you make a claim for benefits from the LTD Plan (which requires that you complete an additional authorization form), this permits a transfer of information to administer that claim; and/or permits a collaboration among the Trust, its agents (including HBT and CL), Health Care Providers, other service providers including those retained by the Trust to provide Rehabilitation Services, WorkSafeBC, ICBC, Working Groups and your employer as is reasonably necessary to fulfill the purposes set out herein.

2.0 Definitions

- **"Diagnostic Medical Information"** means diagnostic information about the illness or injury for which Rehabilitation Services may be provided or for which benefits from the LTD Plan may be claimed.
- **"Health Care Providers"** means a physician (doctor), therapist, or other medical practitioner who has or may examine, diagnose or treat you with respect to the illness or injury for which Rehabilitation Services may be provided or for which benefits from the LTD Plan may be claimed.
- **"Personal Information"** means information about you including without limitation, your name, address, date of birth, date of onset of Work Disability and information about your illness or injury (including, without limitation, information about your functional abilities, treatment or medication that may affect your return to work, nature of illness or injury and likely duration) but excluding Diagnostic Medical Information.
- **"Rehabilitation Services"** means customized services provided to ill or injured employees to facilitate safe stay at work and/or timely recovery and return to employment (including the provision of medical and vocational rehabilitation and return to employment services).
- **"Work Disability"** means an absence from work or a reduction in work capacity (e.g., reduction in hours or duties) attributed to an illness or injury.
- **"Working Group"** means a group created pursuant to a collective agreement to deliver early intervention and return to work services, comprised of representatives of your union and employer.

3.0 Authorization for Collection, Use and Disclosure

I, _____ **authorize the Trust to:**
(Print Name)

- collect, use and exchange my Personal Information and my Diagnostic Medical Information with the Trust, its agents, my Health Care Providers, other service providers, WorkSafeBC, ICBC and a Working Group, all as described in Section 1.0, as is reasonably necessary to fulfill any of the purposes outlined in Section 1.0; and
- disclose my Personal Information (excluding Diagnostic Medical Information) to an individual within my employer authorized to respond to Work Disabilities.

I, _____ **authorize my employer** _____
(Print Name) (Employer Name)

at _____ **to disclose:**
(Health Authority, if applicable)

- my Personal Information and my Diagnostic Medical Information to the Trust and its agents, as is reasonably necessary to fulfill any of the purposes outlined in Section 1.0 of this Form.

I, _____ **confirm that:**
(Print Name)

- this authorization will be effective until all aspects of the Early Referral Services are complete, and if I make a claim for benefits from the LTD Plan, until all aspects of that claim are complete (including, but not limited to, the investigation, assessment and administration of such a claim and any appeals), even if some aspects occur after cessation of the Early Referral Services and/or benefits from the LTD Plan;
- this electronic version of this form shall be as valid as a copy of this form signed by me in person; and
- I agree to the collection, use and disclosure of my Personal Information as set out in this form.

Signature _____ **Address** _____

Email _____ **Phone** _____ **Date (MM/DD/YY)** _____

Email or fax completed form to the appropriate Canada Life Disability Management office: Calgary: calgary.dms@canadalife.com, fax: 1.877.486.7894 | Langley: langley.dms@canadalife.com, fax: 1.844.569.3131 | Vancouver: vancouver.dms@canadalife.com, fax: 1.844.816.1038

If you are unable to email, documentation may be submitted by mail and should be directed to the Canada Life Assurance Company: PO Box 1055, Winnipeg, MB R3C 2X4