

## Benefits at a Glance - Long Term Disability (LTD) Plan Civic Services Union (CSU 52)

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### Waiting Period

- Permanent or probationary employees who are not yet 65 years of age are eligible to participate in the Plan upon completion of 90 calendar days of continuous employment.
- If an employee is absent from work on the date they would have been eligible to participate in the Plan they are not eligible until they have returned to work for a period of at least 10 consecutive working days.
- If an employee is absent from work during the waiting period due to a personal disability for one complete pay period or more, the waiting period is extended by the number of days absent. The employee may be required to undergo a medical assessment prior to joining the LTD Plan so that any pre-existing conditions might be documented.
- If an employee is absent from work during the waiting period due to an approved leave of absence without pay for one complete pay period or more, the waiting period is extended by the number of days absent.

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### Premiums

- Employees pay 100% of the premiums through payroll deduction.

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### Elimination Period

- A member is eligible for LTD benefits once they have exhausted their benefits under the Short Term Disability Plan, unless the disability is recurring.

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### Eligibility for Benefits

- The Plan Adjudicator (Alberta Blue Cross) determines eligibility for LTD benefits, including the member's ability to perform alternative employment.
  - A member who leaves the Edmonton area while in receipt of LTD benefits without obtaining the prior approval from the City or the Plan Adjudicator will not be entitled to receive benefits for the period that the employee is outside the Edmonton area.
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**Definition of Disability**

- For the first 24 months, LTD benefits will be paid if the member is completely unable to perform the duties of his/her regular position due to a personal non-occupational disability. This means that a member is unable to perform those duties of their regular position, which occupies 60% of the member's workday.
- After 24 months, LTD benefits will continue to be paid only if the disability prevents a member from engaging in any occupation for compensation or profit for which the member is reasonably suited by reason of training, education and experience. This means an occupation, which provides the member with minimum gross earnings equal to 50% of their regular rate of pay.

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**Coverage****Benefit Description**

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**Benefit Amount**Annualized Regular Rate of PayLTD Benefit

Up to \$45,000	60% of Annualized Regular Rate of Pay
\$45,001 to \$50,000	58% of Annualized Regular Rate of Pay
\$50,001 to \$60,000	56% of Annualized Regular Rate of Pay
\$60,001 or higher	54% of Annualized Regular Rate of Pay

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**Maximum Benefit**

- \$5,000 per month

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**Coverage Under Other Benefit Plans**

- The member will continue to participate in the Group Life Insurance, Dental and Supplementary Health Care Plans as well as the Health Care/Flexible Spending Account.
- The member will continue to participate in the applicable pension plan.
- Member contributions to all the Plans will be paid by the LTD Plan
- The City will continue to make the required contributions to all the Plans
- Regular deductions for union dues will be made by the member from their LTD payment

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**Benefit Payment Adjustments**

- The LTD Advisory Board reviews the financial performance of the Plan on an annual basis. Depending on the financial position of the Plan, the Board may recommend a yearly adjustment to LTD benefit payments to the Plan Administrator.

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**Taxability**

- The LTD benefit payment received by the member is not taxable.

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**Benefits Offsets (Reduction)**

- The LTD benefit amount is reduced by the amount the member may be entitled to receive from the following sources:
    - Canada Pension Plan and/or Quebec Pension Plan disability payments, excluding those disability benefits payable on behalf of the member's dependents
    - monthly income payable as a result of the member's disability from any plan not personally contracted for by the member
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- other disability benefits payable as a result of Provincial or Federal legislation
- monies received from the Crimes Compensation Board if related to the disability
- monies received from self-employment unless approved under the rehabilitation program

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**Benefit Duration**

- Benefits cease at the earliest of the date the member:
  - reaches age 65 (normal retirement age);
  - is no longer disabled;
  - passes away;
  - is laid off (this does not apply to members who were eligible to receive LTD benefits prior to the notice of layoff and continues past the effective date); or
  - employment is terminated (unless engaged in approved rehabilitative employment with another employer).

Coverage	Benefit Description
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<b>Rehabilitation Program</b>	<ul style="list-style-type: none"> <li>● A member may be required to engage in rehabilitative employment and/or training during the first 24 months of receiving LTD benefits.</li> <li>● Rehabilitative employment and/or training <b>with the City</b> may result in LTD benefits being reduced to 50% of the amount by which the member's pre-disability bi-weekly rate of pay exceeds the regular rate of pay of any alternative employment and/or training.</li> <li>● Rehabilitative employment and/or training with an employer <b>other than the City</b> may result in LTD benefits being reduced to 50% of the amount by which the member's pre-disability bi-weekly rate of pay exceeds the average bi-weekly income from outside employment.</li> <li>● In no case will the resulting amounts be less than the LTD benefit received prior to the alternative employment, nor greater than the member's pre-disability regular rate of pay (adjusted by any negotiated increases).</li> </ul>
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**Recurring Disability**

- Successive periods of disability after the members returns to work for the City, separated by less than **180 calendar days** due to causes related to the earlier disability, will result in the immediate re-commencement of LTD benefits. The benefit will be based on the regular rate of pay on the date the second period of disability began provided the second period of disability covers 10 working days or more and is **not** fully covered by the Short Term Disability Plan.
  - Successive periods of disability after the member returns to work for the City, separated by less than **30 calendar days** due to causes unrelated to the earlier disability, will result in the immediate re-commencement of LTD benefits. The benefit will be based on the regular rate of pay on the date the second period of disability began provided the second period of disability is **not** fully covered by the Short Term Disability Plan.
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**Limitations and Exclusions**

- LTD benefits will not be paid during any period, which the member is not under the care of a legally licensed physician or psychiatrist.
  - The member must obtain approval from the Plan Adjudicator (Alberta Blue Cross) if the physician is not licensed to practice medicine in Canada.
  - The member will not be eligible to receive LTD benefits if the member received treatment or was prescribed drugs 180 days prior to participating in the LTD Plan for a disability that commenced during the first 12 months of participation in the Plan.
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*The Long Term Disability Plan is not provided through a contract of insurance. For this Plan, the benefits are payable from premiums, interest or investment earnings, reserves and an excess of revenue over expenditures.*

**This summary provides general information only. The terms and conditions of the collective agreement take precedence.**

February 2022