

Welcome to another edition of GIDIP Disa-Bulletin.
In this issue, your GIDIP Board of Trustees' focus is to highlight recent claim trends.

TAKING CARE OF YOUR MENTAL HEALTH

Mental Health claims are increasing. GIDIP STD claims for the most recent policy year show that Mental Health claims represent approximately 34% of all claims. When compared to pre-pandemic statistics, less than 20% of STD claims were Mental Health related. This represents an almost 50% increase in Mental Health claims in the past three years.

Because of the above statistics, we encourage Members to prioritize their mental health on an ongoing, day to day basis. There are various resources available to Members, such as the Employee Assistance Program (EAP). For more information on the EAP service, please contact your Local EAP Representative:

Charlotte Pape: charlotte@unifor2002.org.

Links to Additional Resources which may be of use:

<https://bouncebackontario.ca/>
<https://www.canada.ca/en/public-health/services/mental-health-services/mental-health-get-help.html>

We understand there are delays in wait times for mental health practitioners around the country, and recommend you seek assistance as soon as possible.

When reviewing claims, your Plan Administrator follows the best practice guidelines pertaining to each diagnosis. Please note that stress is not a direct disability. Many people attend therapy and take medication while actively at work.

PLAN SPONSOR DELAYS/RETURN TO WORK

Since May 2022, your Plan Administrator has noticed an improvement in receiving Plan Sponsor Statements from the Employer on a more timely basis.

Members continue to experience delays, however, when cleared to return to work on a gradual or modified basis as recommended by their physician.

Your Plan Administrator requires time to receive the return-to-work plan, review the details, follow up with your treatment provider if necessary, and then contact your employer to initiate the return-to-work process. We recommend allowing a minimum of two (2) weeks' notice to enable the Plan Administrator to coordinate your return-to-work with the Employer.

STD CLAIM SUBMISSION

This is a reminder, all Short Term, GIDIP claim applications are to be submitted to the Plan Administrator, Canadian Benefits Consulting Group. Email: GIDIP@canben.com

COVID CLAIMS

With the lifting of most restrictions, and elimination of mandatory testing and quarantine, multiple sources of COVID-19 now exist in the community. Worker's Compensation has determined the risk of contacting COVID-19 in the community is now greater than the workplace.

Effective September 1, 2022, claims due to complications related to COVID-19 will be assessed in the same way as any other disability. This will be based on the supporting medical evidence that their condition impacts their ability to function at work and complete the duties of their occupation, and active treatment.

YOUR GIDIP BOARD OF TRUSTEES - COMMUNICATION

Your GIDIP Board of Trustees are available to assist Membership with any GIDIP inquiries. GIDIP Trustees are working Members, but please remember are not full-time Union Officers. Trustees make every effort to respond to your queries as soon as possible. Please allow time for your Trustee to respond.

To connect with the Trustee for your Region, e-mail is the first line of communication. In the e-mail, please identify your name, employee number, and work location. The Trustees do not respond to messages sent by social media, but are always there to help you in any way they can.

YOUR GIDIP BOARD OF TRUSTEES

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