

Welcome to another edition of GIDIP Disa-Bulletin. In this issue, Your GIDIP Board of Trustees' focus is to highlight GIDIP Plan Design changes.

FINANCIAL POSITION OF THE GIDIP PLAN

Over the past several months your GIDIP Plan has experienced higher than normal utilization costs and because of the COVID related lay-offs lower contributions to the Plan.

The GIDIP Plan renewal negotiations this year have been exceedingly difficult with the Insurer whose original position required an overall increase of approximately 16%. Accepting this increase would result in an increase of approximately \$13.00 to your bi-weekly deduction.

Your Trustees took the position with the Insurer that the level of increase was not justified and for the last few months along with our Plan Administrator have been negotiating to find a more acceptable solution. We are happy to say that these negotiations resulted in a reduced increase requirement by the Insurer to 3.3% over your current contribution. **However, we are pleased to inform you that this required increase can be absorbed from the current Reserves.**

Additionally, due to the recent change to EI legislation your GIDIP Plan has reduced the waiting period to 7 days from the original 14 days. Furthermore the Short-Term Disability maximum benefit level has been increased to \$650 weekly from the current \$600. Again the Insurer has proposed and requested a significant rate increase for these benefit upgrades.

While it has been a major challenge for the Trustees to integrate the increased cost required by the Insurer to provide for these improved benefits, we are happy to say it has been achieved.

Your Trustees have worked diligently with our Consultant at Canadian Benefits and the Insurer to maintain your current contribution level. During these deliberations we have explored a number of avenues for plan changes but our primary purpose throughout all of this is to retain a Plan that provides a good quality benefit to disabled Members when they need it.

To reiterate the Trustee are happy to confirm that **there will be no changes to Members contributions** and the increased rate required by the Insurer will be funded from the Reserve in our Trust Fund. We are hopeful as

Members return to work and premiums gradually increase the Fund will be self-supporting itself once again.

WORKERS' COMPENSATION – WORK RELATED ILLNESS / INJURY

In our February 2021 GIDIP DISA-BULLETIN we focused on the process of filing a GIDIP claim for a work related illness/injury and the financial impact this has on your GIDIP Plan.

The advance bridge-financing has impacted negatively the overall financial experience of our GIDIP Plan. After much review the Trustees have decided the Plan will no longer provide advanced bridge-financing. A major reason for this decision is that a number of Members in the past have refused to reimburse the Plan when they finally received their WCB benefits. Your Trustees believe that it is no longer practical and sustainable to maintain this advanced bridge-financing.

Consequently, effective January 1, 2022, the GIDIP Plan will no longer provide GIDIP bridge-financing for a work related illness/injury. All work related claims must be filed with Workers' Compensation ONLY.

STAY HEALTHY – STAY SAFE – IN SOLIDARITY,

YOUR GIDIP BOARD OF TRUSTEES

Sophia Michailidis
Chairperson (Eastern Region)

Ross McConkey
Secretary/Treasurer
(Pacific Region)

Terry Carlucci
Trustee (Central Region)

Martin Melanson
Trustee (Atlantic Region)

Astrid Metzler
Trustee (Western Region)

Plan Administrator: Canadian Benefits Consulting Group
Telephone: 416-488-7755; Toll Free: 1-800-268-0285
Fax: 416-488-7774 Email: GIDIP@canben.com