

Welcome to our second edition of GIDIP Disa-Bulletin. In this issue our primary focus is to clarify some confusion on the subject of Modified Return to Work. We invite your feedback and suggestions to help us improve the Plan or help to improve the process.

REHABILITATION PROGRAM AND/OR MODIFIED RETURN TO WORK PROGRAM

If you are planning to return to work under a Rehabilitation Program you must inform your Disability Case Manager (Plan Administrator or Manulife Financial) who will determine how you may qualify for Rehab benefits.

The Modified Return to Work Program provision under your Disability Policy is a program provided to Members at the discretion of the Insurance Company/Plan Administrator. Based on your Physician's medical evidence, our Plan Administrator for your Short-Term Disability (STD) Plan will determine whether or not a Rehabilitation Program is appropriate.

For your Long-Term Disability (LTD) portion which Manulife Financial administers, they will determine eligibility for Rehab insurance benefits under the LTD Plan, again based on your Physician's medical evidence.

To reiterate, eligibility for this Modified Work Program will be based on the medical documentation received from your Attending Physician and/or your Specialist. The Modified Return to Work Program is available to you when the medical information provided supports a gradual return to work and you are unable to work your full pre-disability work duties/schedule immediately after receiving GIDIP disability benefits.

The purpose of the Modified Return to Work Program is to assist you in returning to full-time employment and maintaining your health while participating on a gradual basis.

The following documentation is required for assessment:

- Documentation outlining the medical reasons you require a gradual/modified return to work, including restrictions and limitations as identified by your Physician.
- Also from your Attending Physician; a schedule outlining the Modified Return to Work Plan, stating a confirmed date for full-time return to work.

Once you have been approved, your employer will pay for the hours you work; GIDIP will pay you for the balance of your full time hours (at the GIDIP benefit level). Our Plan Administrator will advise you via letter/email if you are approved for Rehab disability 'top-up' benefits and outlining the amount you will receive.

If you are unable to work at any time during your Modified Return to Work schedule because of illness, it will be necessary to see your Attending Physician and submit additional medical evidence confirming your inability to work.

A recommendation for a return to work should be provided to our Plan Administrator in a period 3 to 4 weeks prior to being cleared for your return to work. Our Plan Administrator/Manulife Financial will coordinate and work with the Employer to ensure a smooth transition back to work.

Please note that the GIDIP Plan does not allow shift trades, vacation and overtime prior to the commencement of returning to work under the Rehab Program or while you are participating in the approved Rehab Program.

Once you return to your full regular duties/schedule following a Rehab Program, please check your pay-stub to ensure that your GIDIP premium deductions are reinstated and you do not suffer any loss in coverage.

GIDIP PLAN DESIGN CHANGES – STD ELIMINATION PERIOD FOR MEMBERS OF AIR CANADA

As we previously communicated, it is the intention of the GIDIP Board of Trustees to implement a one (1) week reduced waiting period to the GIDIP STDI Elimination period of your Plan (from the current two (2) weeks). This is to concur with the legislated Employment Insurance (EI) changes effective January 1, 2021 for all Members. This change continues to be delayed due to the Employer's internal systems issues at this time.

Keep watching these Bulletins for your Plan updates!!

YOUR GIDIP BOARD OF TRUSTEES

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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