

## IMPORTANT NOTICE

### CUPE LOCAL SPONSORED LTD PLANS

## YOUR LONG-TERM DISABILITY COVERAGE DURING LAY-OFF OR LEAVE OF ABSENCE

Your CUPE local has sponsored a Long-Term Disability Plan to provide financial support for you should you become disabled through illness or injury for an extended period of time.

During the current Coronavirus pandemic, the employment picture is changing for many plan members, and they may be facing indefinite lay-off, or are needing to take Leaves of Absence to either care for children unable to attend school or daycare, or are in self-isolation/quarantine.

What does this mean for your Long-Term Disability coverage? While this may not be in the forefront of your mind, it is important to be aware of your options around coverage and payment of premiums.

**Be aware**, in order to maintain eligibility for Long-Term Disability (LTD) while on unpaid leave or temporary lay-off, **premiums must** continue to be paid. However, the policy does make provision for plan members who are either **laid off or taking an unpaid Leave of Absence (LOA)**.

1. For lay-offs or leaves lasting a maximum of 3 months:
  - Members may maintain eligibility for LTD (that is – if a disabling illness or injury occurs during the lay-off or leave, a claim may still be made) – **ONLY** if premiums continue to be paid during the lay-off/LOA period.
  - A plan member may also elect not to pay premiums during this time, but will **NOT** be covered for any potentially disabling injury or illness that may occur during. They will be allowed to rejoin the plan without a new 3 month waiting period, and without proving evidence of good health, as long as it is within 1 year of the termination.
2. Pre-Existing Conditions:
  - Under normal circumstances, if an individual suffers a disabling condition and makes a claim for LTD benefits within 1 year of their effective coverage date, the insurance company will do a “pre-existing conditions investigation”. If a member has consulted a physician, received a diagnosis or treatment within 90 days prior to the effective date, which is related to the reason for the claim, **that condition will not be eligible for LTD benefits.**
  - IF you do not pay premiums during the lay-off period or LOA, your coverage will be considered to be terminated. You will still be reinstated if within 1 year of termination without having to prove evidence of good health or serve a 3-month waiting period, **BUT** under these exceptional circumstances of the COVID-19 crisis, the insurance company will not reset the effective coverage date and Pre-Existing Conditions requirement. In other words, it will be considered that you will retain your tenure within the policy.

We recommend if at all possible, in order to protect your ability to make a claim for LTD benefits if needed, that you continue to pay premiums even during these unusual circumstances.

If you are taking a leave or have been laid off and wish to continue premium payment, please contact us:  
WE Consulting & Benefits Services Ltd 1-855-894-8111  
[info@weconsultants.ca](mailto:info@weconsultants.ca)