

August 8, 2019

To: Benefit Administrators / Human Resource Personnel/Union Partners

From: Shiona Buckshaw
Support Services Manager, Employee Benefits

Re: SECOND EMPLOYEE LIST: Collective Bargaining Agreement Wage Adjustment and Retroactive Disability Benefit Adjustment for CUPE Employees

A Memorandum of Agreement was signed between SAHO and CUPE. This agreement includes changes to eligible employee wage rates which may impact the disability benefits paid to employees who became disabled on or after April 1, 2019.

Under Article 6.11 of the CUPE Disability Income Plan Text it states that:

6.11 Retroactive Earnings Adjustment

Earnings under Article 6.1 and 6.2 will be adjusted to include any general pay increases to which a Plan member is entitled where the increase is retroactive to a date which is prior to the date on which the total disability commenced.

3sHealth Administration outlined the CUPE Collective Bargaining Agreement retro wage adjustment process originally in a benefits bulletin dated July 2, 2019. We have identified a new list of employee's who are now approved for a 3sHealth disability claim and became disabled on or after April 1, 2019. Additional lists of employees approved for disability claims that became disabled on or after April 1, 2019 may be communicated with employers in the future.

To assist with identifying the employees who may be eligible for an adjustment to their disability benefit, we are placing a second list of your employees with an approved disability claim with a date of disability on or after April 1, 2019 to your organizations DDS by August 9, 2019. Your employee list will be placed onto the DDS in a folder named "CUPE Retro April 1, 2019 list 2".

Please provide 3sHealth with a list indicating which employees are eligible for the retroactive Collective Bargaining Agreement pay increase(s) and provide each employee's **NEW RATE(S) OF PAY**. Please sign, date and send your completed employee list by August 23, 2019 to 3sHealth by fax at 306.347.5910 or by email at EBP@3sHealth.ca, ensuring your document is password protected with "**cuperetro2019**".

For employers who do not subscribe to 3sHealth payroll services, we will email your employee list to you. Please sign, date and send your completed employee list by July 31, 2019 by fax at 306.347.5910 or by email at EBP@3sHealth.ca, ensuring your document is password protected with "**cuperetro2019**".

When we receive your second list, we will confirm each employee's eligibility for a retroactive disability benefit adjustment. If eligible, we will calculate and adjust the employee's benefit. Payment for the

adjusted benefit will then be mailed to each employee by cheque, along with a statement detailing their adjustment.

If you have any questions regarding this bulletin, please contact Shiona Buckshaw at Shiona.Buckshaw@3shealth.ca or 306.347.1715.