

September 18, 2020

To: Benefit Administrators / Human Resource Personnel/Union Partners

From: Lorne Shiplack
Benefit Services Manager, Employee Benefits

Re: Leave of Absence – Q&A Reference Document Posted to 3sHealth Website

We are pleased to share that 3sHealth Employee Benefits has updated the Leave of Absence Q&A reference document.

The updated document now includes information on what happens to benefits if an employee does not return to work after their 18-month leave of absence

Benefits continue during a leave of absence to a maximum of 18 months. If an employee's leave of absence extends beyond 18 months, and they do not return to work immediately following the leave of absence, then their group life, disability, extended health care and dental coverage will terminate on the first day following 18 months.

There is no option for an employee to continue their disability and/or extended health care and dental coverage beyond 18 months if they do not return to work.

The employee's group life insurance remains in force for 31 days after the date their coverage terminates. During this 31-day period, subject to the benefit provisions of the 3sHealth Group Life Insurance contract with the insurer, the employee has the option to convert the amount of their basic life, dependent life and/or optional life insurance to an individual insurance policy with Canada Life.

The link to the document on the 3sHealth website is <http://www.3shealth.ca/ebp-documents-employee/leave-of-absence-qa>. The Leave of Absence Q&A document is also posted to Gateway Online.

If you have any questions about this bulletin, please call a 3sHealth Benefit Services Officer at 1.866.278.2301 or email ebp@3shealth.ca.