



Regina Roman Catholic Separate School Division # 81

Personnel and Employee Relations 7503 Leaves of Absence: Long-Term Disability	Administrative Application	
	Effective:	January 27, 2015
	References:	Local Collective Bargaining Agreements ; SSBA Long-Term Disability (LTD) Benefit Plan; ER-2 Treatment of Staff and Volunteers
	Status:	Operational

Preamble

In the Saskatchewan School Board Associations' Long-Term Disability Plan document, there are two medical qualifiers in order to receive benefits. The first qualifier is in the first two years of claim; employees must be totally disabled from their own occupation (the occupation for which they were hired). The second qualifier, which comes after the employee has been on the insurance plan for two years, is whether they are disabled from any and all occupations based on disability, education, and experience. If the employee qualifies, they can receive long-term disability benefits until age 65 regardless of their connection to employment.

Application

1. Educational Support Professionals and C.U.P.E. Employees

- a. The Human Resources Manager would advise the respective superintendent (Human Resource Services or Facilities) that their employee has qualified for the "Any and All Provision" of their long-term disability benefit and that it has been medically determined that their employee is not likely to recover in order to return to employment.
- b. The respective manager of Human Resource Services would advise the employee that they may terminate their employment from the Regina Catholic School Division due to disability. The Board is informed of the termination, and a copy of the decision and approval goes to the Human Resources Manager and the Payroll Administrator.

2. Requirement

A school division employee can terminate employment after qualifying for a long-term disability benefits "Any and All Provision" and when it is medically known the employee is not likely to recover in order to return to employment. The decision to terminate employment does not impact or affect the employee's disability benefits. This decision allows management to fill permanent positions, avoid unnecessary bumping, work unit disruptions and provides the employee with the Board's retirement benefits.