



GRANDE PRAIRIE REGIONAL COLLEGE

LONG-TERM DISABILITY

POLICY AND PROCEDURES:

The following applies to employees who currently have Long-Term Disability (LTD) insurance coverage under the group plan.

1. a) An employee is eligible for LTD payments, upon completion of the qualifying period, if he/she is unable to perform the duties of his/her own job due to illness or disability, as determined by the policy of the insurance carrier. This applies to the first 24 months of disability only.

b) In order to continue to receive LTD payments, after the first 24 months, he/she must be unable to perform the duties of any remunerated function or work for which the employee is or may become reasonably fitted by training, education or experience, as determined by the policy of the insurance carrier.
2. During the first 24-month period, Grande Prairie Regional College will guarantee the LTD recipient his/her position should he/she be able to return to work, except in the case of position abolishment. If the employee's position is abolished at any time during the first 24-month period, the employee will be entitled to notice and/or severance as required by the applicable Collective Agreement or Terms and Conditions of Employment.
3. During the first 24-month period, if and as allowed by the insurance policy/policies, and with approval of the insurance carrier(s), the employee may choose to continue to participate in Grande Prairie Regional College's group benefits. The Employer and Employee premium contributions, if applicable, shall continue. However, if the position is abolished at any time during the first 24-month period, group benefits coverage will cease at the completion of the position abolishment notice period or at the end of the first 24-month period (whichever occurs first).
4. If after 24 months, the LTD recipient is still "totally disabled", the position will no longer be held for the employee, but he/she may continue to be considered an employee of Grande Prairie Regional College only for the purpose of continued participation in the group benefits, if and as allowed by the insurance policy/policies, and with approval of the insurance carrier(s). The Employer and Employee premium contributions, if applicable, shall continue. If the recipient chooses not to continue benefits, employment will be terminated.

Approved by the GPRC Board of Governors - January 12, 1987

Revised by Human Resources - July 15, 1998

Revised by Human Resources - September 14, 2011 (editorial changes)

Approved by Executive Committee on December 15, 2011; changes effective January 1, 2012