



LONG TERM DISABILITY

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If you are approved for LTD benefits beyond the initial 24 month period, you will continue to receive payments so long as you are able to provide acceptable medical evidence of your disability and you remain in active medical care.

Benefit payments cease upon the earlier of:

- ☐ normal retirement date (June 30 coincident with or following your 65th birthday), or
- ☐ evidence that you are no longer totally disabled, or
- ☐ inability to provide medical evidence to support your disability or failure to participate in active treatment, or
- ☐ death

Should you become disabled within 12 months of your normal retirement date, but not less than 15 weeks before your normal retirement date, benefits may be approved for up to 12 months. In that case, your retirement would begin at the end of your 12 months of LTD benefits.

While you are in receipt of LTD benefits, you do not contribute to the LTD Plan. Your University Pension and group life employee contributions are also waived during the period you receive LTD benefits. Premiums for other benefit plans are deducted directly from your LTD payment.

Plan Costs

You and the University share in the cost of providing income protection offered under the LTD Plan. The University pays 80% of the total plan premium, and the employee pays 20% which is deducted from your paycheque. The maximum insurable salary is \$125,000 per annum.

Benefit Amount

The plan provides up to 70% of your regular salary, with a maximum annual benefit payable of \$87,500 (70% of \$125,000). Since both you and the employer pay into the plan, LTD benefits payable from the plan are taxable.

Offset of Benefits Payable from other plans

If you have coverage for LTD under another plan which is based on income from sources other than the University of Toronto, the amount of your coverage under the University Plan is reduced by the amount of other coverage you have. Benefits payable will be reduced by the excess (if any) of the amount of your combined benefits under both plans LESS the amount of benefit you would receive under the University Plan if your insurance had been based on combined income from both sources.

Income from the Canada/Quebec Pension Plan (excluding dependant benefits) and any Workplace Safety Insurance Board benefits are offset directly from any LTD benefits payable. When you are required to apply for CPP/QPP disability benefits by the Plan Administrator, you must provide notice of the outcome of your application. Failure to apply for these benefits, or to notify the Plan Administrator of the result of your application will result in an estimated amount being offset from your LTD payment. If your injury or illness is a result of a work related accident or situation, LTD benefits may not be payable until the Workplace Safety Insurance Board compensation benefits are determined.

Any other income you earn during your disability is offset from LTD benefits payable. Please see the Rehabilitation section below.

Indexation Clause

Once you are in receipt of LTD benefits for 12 consecutive months, your disability payment will be increased on an annual basis. The increase is based on the lesser of 7% or the last across-the-board increase provided by the University. Future benefits continue to be increased on the anniversary of your first LTD payment. For Faculty and Librarians, the annual increase occurs on July 1st of each year.



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Rehabilitation

You may be able to participate in a rehabilitation or return to work program through the University or the Plan Administrator. Once the plan administrator approves a program, 50% of the earnings received under the rehabilitation or return to work program will be subtracted from your disability benefits. You continue to receive the reduced LTD benefits and your rehabilitation/ return to work earnings so long as the total from all sources does not exceed 100% of your pre-disability earnings. If the total from all sources exceeds this amount, then your LTD benefits are further reduced so that your total from all sources remains at 100% of your pre-disability earnings. For Faculty and Librarians, the total from all sources cannot exceed 100% of your pre-LTD earnings. LTD benefit payments cease completely when your rehabilitation/return to work earnings equal 75% or more of the current monthly earnings for your own occupation.

The maximum period for which you can participate in a rehabilitation program is 24 months or until the end of your 24 month own occupation period. In some cases, an extension may be provided beyond this period with agreement of the Plan Administrator and the University. Your entitlement to ongoing LTD benefit payments may also be dependent upon your participation in a recommended return to work or rehabilitation program.

For example:

Assume you earn \$36,000 per year, or \$3,000 per month. You become seriously ill, and after the 15 week qualifying period, you are accepted onto LTD, with a monthly LTD benefit of \$2,100 (70% of \$3,000)

After several months you participate in an approved part-time return to work program. During the first month, you earn \$1,000. For that month, the LTD plan would provide:

\$2,100 LTD benefits LESS 50% of \$1,000

So your LTD benefit would become \$1,600 for that month and your total income would be \$2,600

(\$1,600 LTD plus rehab earnings of \$1,000)

Recurrence of Disability

If you return to work after having received LTD benefits, and have a recurrence of the original disability within 6 months of returning to work full-time, benefits under the LTD plan become payable immediately with the appropriate medical evidence. If the new illness or injury is not a recurrence of the original disability, then it is considered a new application for LTD and the 15 week qualifying period must be satisfied before you become eligible for new LTD benefits.

Coverage while on Leave of Absence

If you are on a paid leave of absence and your salary is at least 25% of your regular monthly or bi-weekly salary, your regular contributions will continue to be deducted from your pay, and your participation will continue during your absence.

The terms and conditions of your employment govern eligibility for continuation of your LTD coverage while on an approved unpaid leave of absence.

Exclusions and General Information

Disabilities arising from active participation in a war or riot, or arising from intentional self-inflicted injuries are not covered under the LTD Plan.

This Plan Summary outlines the main features of the University of Toronto LTD Plan. Questions regarding eligibility or enrollment can be directed to your local HR Office. Questions regarding application for LTD benefits, or the plan provisions should be directed to Health and Well-being Programmes and Services (416) 978-2149.



LONG TERM DISABILITY

Long Term Disability Plan Summary

Plan Administrator - Sun Life Assurance
Company of Canada
Group # 25190

Introduction

The University's Long Term Disability (LTD) Plan is designed to provide income protection should you become seriously ill or suffer an injury or accident which prevents you from working. There is a 75 day (15 week) qualifying period for LTD benefits, during which you must continuously be unable to work. During this period, you may be eligible for sick leave provisions, depending on the policy or collective agreement that governs your employment at the University. Should you remain unable to perform the essential duties of your own occupation beyond this qualifying period, then LTD benefits are available for up to 24 months. LTD benefits provide up to 70% of your regular salary, less required deductions and withholdings. You may qualify for LTD benefits beyond the initial 24 months if you remain totally disabled from performing the essential duties of any job for which you might be qualified to perform.

Enrollment is mandatory for all appointed staff groups with the exception of clinical faculty (see individual collective agreements for eligibility to participate in the LTD plan).

Eligibility

All eligible employees with appointments of greater than 25% must join the plan as long as they are not within 15 weeks of their normal retirement date.

Coverage begins on the date of employment if the plan is mandatory for your employee group.

Coverage under the LTD plan ceases upon the date of termination of employment, unless the disability or illness commenced prior to the termination date. If the 15 week qualifying period ends after your termination date, you may still be eligible to receive LTD benefits. However, other provisions including entitlement to continuing coverage for life insurance, pension, and health plans cease at the date of termination.

Qualifying for Benefits

To qualify for benefits under the Plan during the initial 24 month period, you must be continuously unable to perform the essential duties of your own occupation for medical reasons beyond the 15 week qualifying period. You are responsible for providing satisfactory medical information to the plan administrator that supports your claim for disability benefits. Once the Plan Administrator reviews and approves your application for LTD, benefit payments begin. You must be under the care of a qualified medical practitioner and remain in active treatment to continue qualifying for benefits from the plan during the initial 24 month "own occupation" period. The Plan Administrator may require additional medical information, including independent medical assessments, at any time during your period of disability, and continuation of LTD benefits depends upon the results of these assessments.

After the initial 24 month own occupation period, benefits continue to be payable if you remain under a medical practitioner's active care and you remain unable, for medical reasons, to perform the essential duties of any occupation for which you might be qualified. In assessing the possible occupations, your previous training, education and experience are taken into account.

