



September 2010

## **PEBT Joint Early Intervention Service (JEIS) and Long-Term Disability Reporting**

The PEBT has recently addressed a number of incidents of members who are covered under the PEBT LTD Plan being denied LTD benefits as a result of missed deadlines.

While the circumstances of each incident are unique, all participants in the PEBT have various responsibilities to ensure a timely referral into the JEIS program, a supportive health care treatment plan, a seamless transfer from JEIS to the LTD plan, if necessary, and ideally, a successful return to work.

The JEIS program commences once a PEBT member is ill or injured and away from work for six consecutive scheduled working days. Many school districts consistently meet this reporting target. Districts achieve this target through a combination of focused reporting systems and dedicated and committed staff efforts.

However, some districts consistently fail to meet this reporting target and even incidents where districts fail to refer absent employees into the program at all.

It is critically important to the success of the JEIS program that districts refer PEBT members into the program in a timely manner. The JEIS program commences at the time of referral into the program and continues during the 120 elimination (waiting) period until the LTD plan commences.

All PEBT member absences of six consecutive scheduled working days or longer must be referred into JEIS, including absences where WorkSafe claims are pending and absences that are anticipated to be short-term.

A late referral, or no referral, into JEIS not only deprives the PEBT member of the many benefits of participation but may also jeopardize the member's eligibility for LTD plan benefits. Where a PEBT member is denied LTD benefits as a result of an act or omission of the district, the district may be responsible for payment of the LTD benefits owed to that employee.

***As a local union officer, to ensure your members' absences are being properly reported it is imperative that you regularly confirm with District staff that absences are being reported, and ensure that the Union is being supplied with, and monitoring absence notification reports through the JEIS committee.***

***Finally if a member's absence is not reported and they are denied LTD benefits as a result you should immediately file a grievance and pursue it.***

Claims for LTD benefits must be received by the Desjardins within 30 days of the end of the 120 day elimination period. This claim is facilitated by the Desjardins Health Care Management Specialist (HCMS) through the member's JEIS participation.

For a PEBT member who becomes disabled during the school year and has been actively at work, the 120 day elimination period starts on the first day the employee is not able to work because of illness or injury. Medical documentation to support the LTD claim must be provided within 60 days of the end of the 120 day elimination period.

A late referral into JEIS prevents the HCMS from facilitating a timely and smooth transfer from JEIS to LTD. No referral into JEIS prevents the HCMS from facilitating the LTD claim process. Both a late referral and no referral into JEIS jeopardize the timely adjudication of LTD claims and may result in missed deadlines and the denial of PEBT LTD benefits.

CUPE and the PEBT thank you for your continued and ongoing attention and dedication to the success of the JEIS and LTD programs. If you have any questions or comments regarding this bulletin, including any suggestions as to how the PEBT or CUPE can assist districts in meeting their responsibilities of the JEIS program, please contact K-12 Coordinator Bill Pegler at [bpegler@cupe.ca](mailto:bpegler@cupe.ca) or 604.291.1940 or your CUPE National Representative.