



British Columbia Teachers' Federation

100-550 West 6th Avenue, Vancouver, BC V5Z 4P2 • 604-871-2283, 1-800-663-9163 • www.bctf.ca
TTY 604-871-2185 (deaf and hard of hearing)

BCTF SALARY INDEMNITY PLAN

The BCTF operates its own Salary Indemnity Plan, providing both short-term and long-term benefits to members disabled from employment as a result of illness or accident. The following is a summary of the principal features of the Salary Indemnity Plan (SIP).

The complete plan regulations are published in the *Members' Guide to the BCTF* and copies are also available from the BCTF Income Security office. In the event of any variation between this summary and the regulations, the latter shall prevail.

The plan is operated by the BCTF and financed by members. It is not underwritten or guaranteed by a life insurance company.

The Salary Indemnity Plan has been exempted from the provisions of the *Financial Institutional Act*.

GENERAL PROVISIONS

Eligibility

Except as noted below, all active Federation members employed by school boards on a regular full-time or regular part-time assignment are required to belong to the plan.

A member who has attained the age of 64 or age + service = "88" or who is in receipt of a retirement pension from a registered pension plan may voluntarily withdraw from the long-term section of the plan. Withdrawal forms are included and may be copied or may be obtained from the Income Security Department of the BCTF.

Administrative officers employed by school boards may be covered by the plan upon application for membership. Application must be made within 20 days of becoming an administrative officer.

Effective date of coverage

A member is eligible for Short Term benefits under this plan from the date he/she is first actively at work.

A member is eligible for Long Term benefits after completing 20 or more days of employment exclusive of sick leave.

Application

Applications for benefits are made to Income Security on forms provided by the BCTF.

Financing of the plan

The plan is financed from the Salary Indemnity Fund, which includes:

- a portion of each member's fee, set annually by the AGM;
- the member's share of the savings from the unemployment insurance premium reduction; and
- investment income.

The current fee is 1.5 per cent of annual salary.

The fee is waived for a member in receipt of benefits. A member who withdraws from the long-term section of the plan because of age

or pensionable service pays only the short-term section fee, i.e., 0.50 per cent of annual salary.

Reserves, determined by actuarial study, are established in order that the plan operate on a fully-funded basis.

The assets of the plan are segregated from BCTF assets and are used solely for the provision of benefits and for the administrative expenses of the fund and the plan.

Adjudication of claims

Short Term claims are adjudicated by staff employed by the BCTF. Long term claims are adjudicated and administered by an insurance company employed by the BCTF.

All claims must be supported by medical reports acceptable to the claims adjudicators and claimants may be required to submit to a independent medical examination, at plan expense, by a physician selected by the Salary Indemnity Plan.

Appeals

Declination on termination of short term benefits based on medical adjudication may be appealed to the Income Security Committee.

Application and interpretation of the regulations may be appealed to the Income Security Committee.

Declination or termination of long term benefits based on medical adjudication may be appealed to a Medical Review Committee. The MRC is composed of 3 physicians—1 nominated by the member, 1 nominated by the Plan, and a neutral chairperson.

Administrative review for Short Term (BCTF Policy 13.A.10)

Members may have an administrative review of their short term file. The review may result in recommendations to the Plan Administrator or to the Income Security Committee. A review is initiated by a written request to the Executive Director, along with written authorization to review confidential files.

SALARY INDEMNITY PLAN: SHORT TERM

Definition of disability

To qualify for short-term benefits a member must be disabled, by illness or injury from performing the duties of teaching.

Qualifying period

Benefits begin on the first teaching day following the termination of paid sick leave.

Benefits

The benefit is 50% of salary, with the basic benefit never less than the Employment Insurance benefits.

The benefit is not taxable.

Pensionable service

Claimants receive full pensionable service credit. Pension service is reported monthly to the Pension Corporation.

Duration of benefits

The maximum number of teaching days for which benefits are paid in respect of a single illness or accident is 120.

No benefits are paid in July and August.

A member who returns to teaching on a regular assignment no longer qualifies for benefits.

Accommodation employment

A member in receipt of benefits may remain or return to a reduced teaching assignment that has been recommended by a physician and has received prior approval by the Plan Administrator. The member's benefit will be calculated on a pro-rata basis.

A member in receipt of benefits may engage in remunerative employment other than teaching, undertaken as accommodation employment that has been recommended by a physician and approved by the Plan Administrator. The member's benefit will be reduced by an amount equal to 50 per cent of the amount earned in employment.

SALARY INDEMNITY PLAN: LONG TERM

The SIP: Long Term is administered for the BCTF by Great-West Life Assurance Company.

Definition of total disability

To qualify for long-term benefits a member must:

- a. continually for a period of up to 12 months commencing at the expiration of the qualifying period, be suffering from a physical or mental disability so prolonged that he/she is unable to perform the duties of his/her regular teaching employment;
- b. subsequently, be suffering from a severe physical or mental disability so prolonged that he/she is unable to perform the duties of any substantially gainful employment for which he/she might be qualified by reason of education, training or experience.

During a period of total disability, a member must be under the continuous care and attendance of a legally qualified physician of medicine. Where the disability is a psychiatric disorder, the member must be under the continuous and personal care of a legally qualified psychiatrist.

Duration of benefits

Benefits continue as long as a member remains disabled in accordance with the terms of the definition of disability, and cease on the date the member recovers, dies, retires under the Teachers' Pension Plan, reaches the end of the month in which he/she attains age 65 or, attains age + service = "90."

Qualifying period

Benefits begin immediately following the completion of SIP short-term benefits.

Benefits

The benefit is 65 per cent of the first \$25,000 of gross annual salary, plus 50 per cent of the next \$40,000 and 40% of the balance.

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The benefit is reduced by the sum of income(s) received from:

- a. Canada Pension Plan
- b. Workers' Compensation
- c. Retirement pension
- d. Any laws or plan of any government, within or without Canada, providing disability benefits.

The benefit is paid in 12 equal monthly instalments.

The benefit may be increased annually, effective July 1, by a cost of living adjustment based on the BC Consumer Price Index, to a maximum of five per cent.

Supplementary indexing payments may be approved by the BCTF.

The benefit is not taxable.

Pensionable service

Contributions to the pension plan are waived but the claimant receives full pensionable service credit.

Accommodation employment

A member in receipt of benefits may engage in remunerative employment, either teaching or non-teaching, undertaken as accommodation employment, that has been recommended by a physician and approved by the Plan Administrator.

The member's benefit is reduced by the amount that the gross benefit plus the net accommodation earnings exceeds the member's net employment income.

Any of the following may be eligible for consideration as rehabilitative employment:

- a. a return to regular employment on a part-time basis;
- b. any gainful occupation that is of a less demanding nature than teaching;
- c. a formal vocational training program.

REHABILITATION PROGRAM

As part of the SIP, teachers who are disabled from teaching for more than 20 days may be offered rehabilitation assistance

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SALARY INDEMNITY PLAN

Application for withdrawal from the Long Term section of the Salary Indemnity Plan

Name _____ SIN: _____
 Birthdate _____ School district _____ Local Association _____
 (year/month/day)
 Home address _____
 City _____ Postal code _____ Home phone no. _____

Regulation 1.3

A member who has attained age 64, has reached the factor "88", or, is in receipt of a retirement pension under a registered pension plan, may voluntarily withdraw from the long term section of the plan. Withdrawal may be made during any school year in which one of the foregoing conditions has been met and upon the completion of the appropriate withdrawal form (obtained from the plan administrator). Withdrawal will be effective, upon approval, in September for applications submitted in that month, and applications submitted later will be effective the month following approval of the application.

I wish to voluntarily withdraw from the long-term section of the Salary Indemnity Plan based on one of the following:

- I am 64 years old, as of _____ I have reached "factor 88"
 I am in receipt of a retirement pension under a registered pension plan

I understand that if I voluntarily withdraw from the SIP:Long Term, I will no longer be required to make contributions and I hereby release the BCTF SIP:LongTerm, their officers, employees and agents from any obligation for further claim or demand for monetary loss, or any further relief whatsoever under the BCTF SIP:Long Term plan. I consent to the BC Pension Corporation disclosing personal information about me to the BCTF respecting my participation in the Teachers' Pension Plan, including employer reported information respecting service and salary. I understand that this information will be disclosed to the BCTF to allow the BCTF to assist determining eligibility for Salary Indemnity Plan Long Term benefits or withdrawal from Salary Indemnity Plan Long Term contributions. I understand that my contributory service in another teachers' pension plan is fully recognized by the Salary Indemnity Plan but if transferred to the B.C. Teachers' Pension Plan may be prorated.

Signature _____ Date _____

Note: The Plan requires a signed original application (facsimile copies are not acceptable).

Mail to Salary Indemnity Plan, BCTF and enclose photocopies of:

1. birth certificate or government identification for proof of age
2. proof of contributory service in B.C. such as a Teachers' Pension Plan Member's Benefit Statement
3. proof of contributory service in a province with a reciprocal agreement, if applicable, or
4. proof of benefits from a registered pension plan, if applicable.

Date received by BCTF Income Security

For office use only (Attach copy of calculation formula.)		
Approved:	Denied:	Date:
Effective date of withdrawal:	Signature:	
Existing file:	File stamped:	
(previous claims, rehab., etc.)	(or microfiche update)	





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Dear Member,

As requested, attached (overleaf) is an application form for withdrawal from the long term section of the Salary Indemnity Plan.

The Salary Indemnity Plan provides that a member who has either attained the age of 64, has reached "factor 88," or, is in receipt of a retirement pension under a registered pension plan, may voluntarily withdraw from the long term section of the plan.

If one of the foregoing conditions occurs during a school year, you may apply to withdraw at any time during that school year. Applications received in September will be effective September 1. Applications received in other months will be effective the first day of the following month or the first day of a subsequent month, if so requested.

To speed this application, please enclose a copy of:

1. birth certificate or government identification for proof of age
2. proof of contributory service in BC such as a Teachers' Pension Plan Member's Benefit Statement
3. proof of contributory service in a province with a reciprocal agreement, if applicable, or
4. proof of benefits from a registered pension plan, if applicable.

In making application for withdrawal, you should ensure that in the event of serious illness or accident you have sufficient accumulated sick leave which, when combined with 120 days of benefit from SIP:Short Term, will protect your salary to the end of the school year in which you attain the age of 65 or reach factor "90."

Please note:

As per the *Salary Indemnity Plan—Regulation 21—Duration of benefits*, members are not eligible for Long Term disability coverage beyond the end of the month they reach "factor 90," or the end of the month they attain age 65. Therefore, please ensure to complete this application to withdraw from the Long Term portion of the Salary Indemnity Plan, if either of these apply to you.

If you have any questions, please phone the Income Security Division at the B.C. Teachers' Federation.

Please mail your application to the Salary Indemnity Plan, BCTF.

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