

**Full Authority**  
**25 February 2021**  
**Agenda Item: 11**

**Short Term Disability Amendment**

The CVCA has recently approved self-funded Short Term Disability for its employees rather than obtain coverage through Sun Life Insurance in order to reduce overall insurance costs.

**From the 17 September 2020 Board Meeting Report**

Since the approval of the CVCA STD coverage, a claim has been submitted to the office. During this claim, it has come to management's attention there is a need for the CVCA Board to consider amendments to the original document approved in January of this year. The impetus to make the amendments came after the realization that the OMERS plan was not covered and there should be options for any future employee claims.

**From the 17 September 2020 Minutes**

The Board asked several questions regarding the amendments to the Short-Term Disability Policy. The Board directed staff to make changes and recirculate the changes to the Board.

As per FA Motion G 52/20, staff have investigated the amendments and recirculated the changes to the Personnel Policy for the Short Term Disability coverage for full time employees. The document is attached for the Board's consideration. Change are noted in the track changes tool. Simply expand the red bar on the left of the document to expand the changes.

Board Decision

TP