

Policy Name: Long-Term Disability

Policy Number: HR-6-03

Policy Monitor: Director, Human Resources

Policy Approver: Senior Management

Approval Date: August 22, 2014

Purpose

To provide staff with an overview of the Northwest Territories Power Corporation's disability benefits.

Policy Statement

Disability benefits provide employees with up to 70% of your basic yearly salary if he/she becomes disabled. Benefits are payable after a waiting period of 13 weeks or after all of the employee's sick leave credits are used, whichever is later.

Disability benefits will continue while the disability lasts, until his/her 65th birthday.

Coverage is compulsory and premiums are shared by the Corporation and the employee.

Guidelines

Disability Insurance is available to unionized employees, is compulsory and is part of the insurances available through participation in the Superannuation pension plan. Part-time employees must work more than one-third of a full-time equivalent position in the relevant occupational group. The plan provides for a monthly income for employees who are unable to work for a lengthy period of time because of a totally disabling illness or injury. There is a minimum thirteen week waiting period to access this benefit from the date of illness or injury.

Long-Term Disability Insurance is available to non-unionized employees, is compulsory and is part of the insurances available through participation in the Superannuation pension plan. Part-time employees must work more than one-third of a full-time equivalent position in the relevant occupational group. The plan provides for a monthly income for employees who are unable to work for a lengthy period of time because of a totally disabling illness or injury. There is a minimum thirteen week waiting period to access this benefit from the date of illness or injury.

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Policy History

Date	Revision #	Description of Change
August 22, 2014		New Policy