

REPORT TO THE NINETY-THIRD LTD FULL BOARD

Re: Rehabilitation Report # 37

Date: June 18, 2007

From: Tom McLeod
Manager, LTD Benefits & Rehabilitation

This report will cover the period of January 1, to April 30, 2007.

LTD Cases

At the end of 2006 there were 1459 members collecting LTD benefits, which includes those on full benefits and those who only get collateral benefits, as they have been offset 100%. At the end of April, the total had increased by two, to 1459 members on LTD. The breakdown shows that 1190 of this total receive both a cheque and collateral, while 269 receive only collateral.

There are 913 category 01 members in total and of that total 157 receive collateral benefits only.

Below is a chart, which shows the number of members in each category and their ages.

CATEGORY 01		CATEGORY 02A	
Age	Count	Age	Count
21 - 30	4	21 - 30	2
31 - 40	25	30 - 40	13
41 - 50	197	41 - 50	13
51 - 60	687	51 - 60	12
TOTAL	913	TOTAL	40

CATEGORY 02		CATEGORY 03	
Age	Count	Age	Count
21 - 30	8	21 - 30	19
31 - 40	7	31 - 40	57
41 - 50	15	41 - 50	168
51 - 60	11	51 - 60	221
TOTAL	41	TOTAL	465

New LTD Claims Approved

For this period there has been a slight increase in new LTD Claims approved as compared to the same period last year. This year the Plan has approved 120 new LTD claims while last year only 114 were approved. If this number were pro-rated over the year we could expect about 360 new claims for the year.

Placements & Early Intervention

The counsellors continue to have good success in retraining members back to their former employers and to new employment outside the Industry. As of the end of April a total of

98 members had returned to work including 66 members who were still on STD and another 32 who were on LTD. Sixty-one of the STD claimants returned to work in the Industry while 5 found employment outside at a new occupation.

For the members who were on LTD, seventeen members returned to work in the Industry and 6 others found work outside the Industry. The counsellors also closed 3 cases as retrained and 2 for self-employment programs and another 4 for services completed.

Cases that are closed as “services completed” are those where a member and the counsellor have agreed to a certain course of rehabilitation action and once this action is completed the obligation of LTD towards the member is finalized and brought to an end. A good example of this is where a member requests retraining funding for a period of time beyond the scope of the Plan such as a four-year university degree program. The Plan advises the member that he could be satisfactorily retrained at a one year BCIT program and the equivalent to that amount is the maximum the Plan will pay.

Caseloads

There were 584 cases assigned to the counsellors at the end of April, made up of early intervention STD and LTD cases. In actual fact, Brain Smith continues to have the largest caseload followed by Lincoln Cundiff and then Gordon Philip.

Only Mr. Smith’s caseload is of concern because it is simply too large to be managed and we have been trying to find another counsellor for his area, but have not been successful. After advertising in the local papers one person who applied was qualified and we were very close to hiring, but it fell through at the last minute as the person was offered a transfer by her employer.

At this point, we have asked a former contract counsellor, John Kim to do some work for us and alleviate the pressure on Mr. Smith. Mr Kim will take over those cases located at the very northern and eastern extremes of Mr. Smith’s current territory. This may be a good solution to our problems as Mr Kim is familiar with our Plan and did good rehabilitation work for us in the past. I am still negotiating with him and wish to put him on a contract as before.

Rehabilitation Expenses

For the first 4 months of the year we are on target for our budget as the rehabilitation expenditures totalled \$175,900 and we had budgeted \$214,900, which means that we have spent just 82% of the moneys allocated for this period.

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The largest part of our rehabilitation budget is for conditioning and evaluation programs, which are required when members are being readied for a return to work in the Industry. This portion of our budget totalled \$81,400 while the next biggest expenditure is for client travel and accommodations. Many members must be brought into the bigger centres in both the North and North Island, as conditioning facilities simply do not exist in some rural communities. This becomes an added expense that we must pay to enable these members to safely return to work.

As this will be my last rehabilitation report, I thought it might be fitting to leave with my final words:

I want to thank all the Trustees and the General Manager for their encouragement and support over the years. We have all worked well together and built LTD into something we can all be proud of. LTD has moved from something that was pretty much dysfunctional into a very efficient and productive organization that need not take a back seat to anyone. It is staffed by qualified and hard working individuals who know their jobs and do them well. This is true of the benefit clerks, supervisor, secretary and counsellors. It has clear goals and a clear direction and it provides honest dedicated services to all stakeholders, members and companies alike. It operates not only efficiently, be it in sending out LTD Kits, but effectively by returning members to productive working lives. One can only guess at what the cost of LTD might have been had it not been for such things like early intervention and pro-active rehabilitation counselling and case management. During the past 12 years we have been able to do the job of rehabilitation on a budget that has changed little from 1996 and a whole lot less than the ones approved for 1994 and 1995.

Once again, thanks for the opportunity and the cooperation over the past 12 plus years. It has been an experience that I will remember fondly in the future.

My will is easy to decide
For there is nothing to divide
My kin don't have to fuss and moan-
"Moss does not cling to rolling stone."

My body? Ah, if I could choose
I would to ashes it reduce
And let the merry breezes blow
My dust to where some flowers grow.

Perhaps some fading flower then
Would come to life and bloom again.
This is my last and final will.
Good luck to all of you. Joe Hill.