



IWA - FOREST INDUSTRY LTD PLAN

## *memorandum*

**TO:** All Participating Employers and Union Locals  
**FROM:** IWA – Forest Industry Long Term Disability Plan  
**DATE:** December 4, 2002  
**RE:** **Policy on Disability Management**

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In the 2000-2003 contract negotiations, it was agreed that the parties would consider plan modifications to improve rehabilitation and encourage the development and establishment of Disability Management programs.

The enclosed policy was developed through the efforts of both Industry and Union representatives on the Board of Trustees of the LTD Plan and supports the implementation of Disability Management systems or the enhancement of existing systems.

To assist in this initiative, Disability Management Workshops have been offered throughout the province, providing an interactive environment for effective Disability Management program development and practical skills building. In addition, the Trustees have set up a fund to help with tuition costs for educational courses related to Joint Disability Management systems. The LTD Plan has also produced an educational video promoting Disability Management, which highlights successful Disability Management programs that are currently in place at various operations.

Please read through the enclosed document. If you have any questions or suggestions, please contact us at:

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Telephone 604-433-6310 ? Toll Free: 1-800-663-4384 ? Facsimile 604-433-0518

Tom McLeod

Enclosure