

THE VILLAGE OF MONTROSE

POLICY TITLE: LONG TERM DISABILITY BENEFIT POLICY

POLICY #2550

POLICY STATEMENT:

It is the policy of Council to ensure financial responsibility to the Village ratepayer with regards to employee benefits (Extended Health, Dental, and BC Medical Plans) while on Long Term Disability.

POLICY BACKGROUND:

Historically, the Village has not had a policy stating Village responsibilities to employee benefits during instances of employee sickness or injury and subsequent long term disability benefits. These benefits can become an unreasonable cost to the Village when employees are off work for significant periods of time. This is especially true if there is more than one employee off work at the same time

POLICY GOAL:

It is the goal of this policy to have a balance between financial responsibility to the ratepayer, and fairness to employees when dealing with Long Term Disability situations.

POLICY OBJECTIVES:

1. To allow employees to receive full continuation of benefits for a period of two (2) years after the last day worked following illness or injury which results in the employee requiring Long Term Disability benefits.
2. To allow employees to have the option to take over the payments to receive full benefits after the two (2) years after the last day worked following illness or injury which results in the employee requiring Long Term Disability benefits.

Initially approved at meeting #01-10 on January 04, 2010

Last reviewed and confirmed unchanged at meeting #03-25, February 3, 2025

Next scheduled to be reviewed on February 2, 2026