

**Changes are coming your way to the extension of health and dental benefits for employees on an approved disability claim.**

The current OASSIS policy states that employees on an approved disability claim can continue their health and dental benefits for 12 months from date of disability. As of July 1, 2019, the health and dental benefits will be extended for a period of 24 months from date of disability for employees on an approved disability claim. The 24 month extension will only apply to members with dates of disability from July 1, 2019 onward. This policy applies to all OASSIS pooled and Made to Measure plan designs.

For any disability claimants with disability dates prior to July 1, 2019, the health and dental benefits will be extended for 12 months in accordance with the policy in place at the time of their disability leave.

As an employer, we understand that extending coverage will impact you financially. As a result, you may want to consider changing the cost share arrangement you have with employees to cover the health and dental premiums during this 24 month period. If any employee fails to pay any portion of their monthly premiums that they are responsible for, whether actively at work or not actively at work, coverage may be terminated due to non-payment.

Regardless of date of disability, members will continue to be able to apply for individual benefit coverage without medical underwriting within 90 days of loss of health and/or dental benefits. Please note that all benefits will be fully reinstated when the employee returns to work and resumes their regular and full duties prior to the disability date.

This change will be reflected in your benefit booklet which will be posted on the OASSIS and Green Shield Canada websites.

If you have any questions, please reach out to your OASSIS Benefits Administrator.