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Our goal as benefit consultants is to provide our clients with the most cost effective and efficient system of providing Employee Benefits to their company.

ZLOTNIK LAMB & COMPANY

Life Insurance/Estate Planning/
Wealth Management &
Retirement Planning/
Employee Benefits & Pensions/
Structured Settlements

Vancouver

1200 Park Place,
666 Burrard Street,
Vancouver, BC V6C 2X8
Tel: (604) 688-7208
Fax: (604) 688-7268



Victoria

3711 Grange Road,
Victoria, BC V8Z 4S9
Tel: (250) 727-3445
Fax: (250) 479-9716

Toll Free: 1-800-663-3171

www.zlc.net www.zlcpim.net

"Financial advice is only as good as the person you ask."



Employee Benefits

Long Term Disability – The Employer's Role

WE HAVE A DISABLED EMPLOYEE WHAT NOW?

Long term disability has long been thought of as one of the most important benefits an employer can provide their employees as it supplies them with income replacement until age 65 in the event they become disabled.

Most policies have a 120 day waiting period before benefits commence. This means that if an employee is unable to work January 1 and does not return to work they would be eligible for benefits on May 1 (120 days later). With its importance also comes some complexity as to the claiming process and steps employers must take.

PAPERWORK

The process of compiling the paperwork for the claim can be tedious. There are sections for the employer, employee, and the employee's physician to complete. We recommend starting this process approximately one month before disability benefits are to commence. Starting the process too early could result in the doctor's report being out dated. The claim forms should be completed in full and sent in two to four weeks prior to the commencement date. This will allow the insurance company time to evaluate the information and contact doctors for any additional information.

LIFE INSURANCE WAIVERS

Group life insurance policies have waiver of premium provisions if an employee is on LTD. If an individual is totally disabled under an any occupation definition the life premium will be waived back to the date of disability, but not all employees approved for LTD will receive a life waiver. Also, if your life insurance is with a different carrier than your LTD you will have to make a separate claim to be eligible for the waiver.



COMPANY POLICIES

Companies with a long term disability program should have a policy in place regarding how long an employee will remain an employee (meaning still provided with benefits) after he or she has gone on disability. There is no standard time period for this policy; however having the policy in place will eliminate possible problems down the road arising from certain employees being left on the benefits plan longer than others.

LTD claims are laden with pitfalls. Incorrect forms, missing information, and vague doctor's reports all can affect the outcome of a claim. To avoid these situations always try and send the completed forms to us for submission. To do this you will need the permission of the claimant. We have letters that can be signed by the employee in order for us to deal directly with the insurer's adjudicator on their behalf. It is important for them to know they have someone in their corner to assist them.

Avoid the problems, let us help with your LTD claims.



By : Ross Gibson

→ Zlotnik, Lamb & Company

At your service

EMPLOYEE BENEFITS TEAM

Bob Olson
rolson@zlc.net

Ross Gibson
gibson@zlc.net

Kurt Cassidy
kcassidy@zlc.net

Nancy Pereira
npereira@zlc.net

Carla Parker
cparker@zlc.net

Tina Farrell
tfarrell@zlc.net

Melanie Winch
mwinch@zlc.net

NEW STAFF MEMBERS

In September, Nancy Pereira and Carla Parker joined our Employee Benefits Team.

Nancy has been in the employee benefits industry for over 13 years and brings wealth of knowledge that will help clients manage their employee benefits program. Nancy will be working with Bob, Kurt, and Melanie.

Carla comes to ZLC from an insurance company and brings expertise that will assist clients with their employee benefit plans. Carla will be managing clients with Ross and Tina.



Employee Benefits

Co-ordination of Benefits

With more and more families having both parents working these days, many questions have come up from plan members regarding coverage and claim submissions when someone is covered by more than one plan.

When this situation occurs, there are standard industry guidelines which were developed by the Canadian Life and Health Association. These guidelines are

known as Co-ordination of Benefits (COB).

Using the COB guidelines, the following tables illustrate different situations and will help you out to see which plan should have claims submitted first.

By: Bob Olson



Claims for you and your spouse

If the claim is for...	And...	Then claims should be submitted...	
		First to...	Then send the first plan's claim statements to...
You	You are covered as a dependent with your spouse's plan	Your employer's plan	Your spouse's plan
Your spouse	Your spouse is covered as an eligible dependent under your plan	Your spouse's plan	Your employer's plan

Claims for dependent children –parents who are married or common-law

The 'birthday rule' uses the month and date of birth of each parent, regardless of which parent is older. The parent whose month and date of birth falls earlier in the calendar year should submit children's claims to his or her insurance company first.

If your month and day of birth is...	Then claims should be submitted...	
	First to...	Then send the first plan's claim statements to...
Earlier than your spouse's	Your employer's plan	Your spouse's plan
Later than your spouse's	Your spouse's plan	Your employer's plan

Claims for dependent children –parents who are divorced or legally separated

There are additional COB payment guidelines for dependent children's claims that take custody arrangements into consideration for parents who are divorced or legally separated.

If the custody arrangement is...	And...	Then claims should be submitted...	
		First to...	Then send the first plan's claim statements to...
You have custody and have not re-married or entered into a new common-law relationship	Your ex-spouse has the children listed as dependents under his or her plan	Your employer's plan	Your ex-spouse's plan
Your ex-spouse has custody and has not re-married or entered into a new common-law relationship	The children are listed as dependents under your plan	Your ex-spouse's plan	Your employer's plan
You have custody and have re-married or entered into a new common-law relationship	Your ex-spouse has the children listed as dependents under his or her plan; but your new spouse also has coverage with your children as dependents	Your employer's plan	Your new spouse's plan
Your ex-spouse has custody and has re-married or entered into a new common-law relationship	Your ex-spouse's new spouse has your children listed under his or her plan as well	Your ex-spouses plan	Your ex-spouse's new spouse's plan