

An informational bulletin for members of the ELCIC Group Benefits Plan



October 2016

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New Benefits Coming in 2017

A few months ago we announced that two new benefits will be added starting January 2017:

- **Insured Short Term Disability**
and

Ideas for Life-Long Learning

***By Paul Gehrs, Assistant to the Bishop,
Justice and Leadership***

Arising from the Truth and Reconciliation Commission's (TRC) 94 Calls to Action, conferences are now being made available through various organizations. These conferences may create a deeper understanding of reconciliation issues and develop skills for more effective ministry. Members of the ELCIC Continuing Education Plan

■ Supplemental Pay While On Maternity or Parental Leave

The cost will be shared across all ELCIC employers subscribing to the GSI sponsored group benefits plan. Members of the ELCIC Group Benefits Plan will be eligible for these new benefits.

Insured Short Term Disability

This is a significant shift in moving from a self-insured program to an insured, managed care plan. The main reason that the GSI Board initiated this change was to provide better support by trained professionals to manage our disability claims with the goals of getting plan members the resources needed to get them to return to work where medically appropriate. We hope to shorten the duration of being away from work, since the longer someone is away the harder it becomes to return. This also reduces the risk of turning into a long term disability.

The process is as follows:

- advise GSI when it is apparent that absence will extend beyond 2 weeks
- forms will be provided for completion
- **Employer** – submit to GSI as we will review

(CEP) should keep in mind that registration fees and travel may qualify as CEP expenses. [Click](#) to read more.

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Get Started Now! You and your family members can activate your own personal 100% confidential LifeSpeak accounts: [click here](#) and use Corporate ID: **wellness**

After you have created your personal account you can access and watch the videos listed under this month's featured topic as well as view any video from the full library.

LifeSpeak's Autumn Campaign

Take Care of Your Mental Health

Now Live!



This campaign focuses on education around mental health – at work, at home, wherever it

■ **Employee** – submit directly to Cooperators (insurer)

■ **Physician** – submit directly to Cooperator

■ Cooperators will follow up with remaining outstanding forms as soon as the first form is in and when all forms in will make decision within 5 days

■ employee's form will have banking information and will be paid promptly on bi-weekly basis

Your pension contributions are also insured, so your retirement savings will continue as before. Your employer will continue to be responsible for maintaining your benefits during short term disability.

Parental Leave Supplemental Pay

Supplemental income will be provided to plan members who are receiving employment insurance for maternity and/or parental benefits.

The supplemental income amount is equal to 30% (85% during the waiting period) of your pre-leave pay (less your pension contribution and statutory with holdings).

Your employer will continue to be

touches lives. The campaign runs from **October 3 to 28, 2016**.

1. Recognize the forms and manifestations of mental health.
2. Manage your stress and anxiety.
3. Understand the misconceptions behind depression and PTSD.
4. Learn about mental health in the workplace.

Log in to your personal LifeSpeak account and check out the various links for this campaign by clicking on the "**Engage**" tab, which can be found on the top left of your screen beside the "Ask the Expert" tab.



From this month's *Balance Newsletter*

Click to read these helpful articles from **Balance**, a monthly newsletter from Shepell, your Employee and Family Assistance Program (EFAP):

- [Quiz: Would You Recognize Mental Illness](#)
- [Counselling in a Digital World](#)
- [Making Nutrition Work for any Work Scenario](#)
- [How To Help a Child Who is Being Bullied](#)

responsible for maintaining your benefits during your leave.

The process is as follows:

The Employer:

- will provide GSI with documents confirming employee approved for employment insurance
 - will pay employee the supplemental pay benefit as per policy
 - will submit a reimbursement request each month to GSI for the supplemental pay
- in other words...
you will remain on the payroll and receive a T4 from your congregation/employer

Mental Illness: A Family Matter

Microsite Now Live!



Visit, learn and share today!

This [microsite](#) features an interactive poll and new articles that address understanding common mental illnesses, recognizing mental illness in a loved one, cultural stigmas, how to help a loved one through mental illness and more.



GSI administers pension and benefits plans that enhance the well-being of employees who serve in the ELCIC and its affiliates.

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