

Aug 2000

CITY OF LONDON

POLICY MANUAL

Page 18-6

Benefits for
Non-Union
Employees on
Long Term
Disability

- 18(13) That the following policy be established with respect to the payment of premiums for various insurance benefits applying to non-union employees who have exhausted sick leave accumulations and are unable to return to employment with the Corporation, and become eligible for Long Term Disability benefits in accordance with the terms of that insurance policy, namely:
- (a) the existing Extended Health Care Benefit, Deluxe Travel Plan and Dental Care Plan Benefit will continue to be provided to the employee on a premium-free basis by the Insurer, Ontario Blue Cross, until such time as the employee is able to return to work, reaches normal retirement age, or dies - whichever occurs first;
 - (b) the Life Insurance Benefit for the employee will be continued by the Insurer, London Life Insurance Company, in accordance with the terms of the Policy providing for the continuation of such coverage under a "Waiver of Premium" provision;
 - (c) pension Benefits under the OMERS Pension Plan, will be continued on behalf of the employee under the "Waiver of Premium" Benefit provided by the terms of the Pension Plan;
- ADOPTED OCTOBER 16, 1978 [18(13) AUG 1999]

Benefits for
Common Law
Spouses

- 18(14) That a policy be established whereby the Director of Human Resources shall require any Municipal employee who requests an extension of municipal employee benefits to his or her common-law spouse to provide appropriate documentation as a prerequisite to the implementation of such an arrangement, provided he or she qualifies under one or the other of the following conditions, namely:
- (a) has cohabited with the same individual of the opposite sex for a period of at least three months and any subsequent common-law arrangement shall require a waiting period of 12 months before benefits are extended; and
 - (b) is represented in the community as husband and wife.

It is understood that if the applicant does not qualify under one of the above conditions and/or fails for any other reason to complete the required documentation, the City of London will not extend municipal benefits to the common-law spouse or any offspring.

ADOPTED JUNE 18, 1979; AMENDED MARCH 3, 1986 [18(14) AUG 1999]

Benefits for
Survivors of
Employees Killed
on the Job

- 18(15) That a policy be established that supplementary financial assistance beyond any proceeds from insurance policies, OMERS, Canada Pension Plan, Workmen's Compensation benefits, or any other plan, not be