

# Boilermakers' National Health Plan (Canada)

## Special Disability Benefit

An innovative benefit to assist disabled members leave the trade with dignity

Last update: August 2021



## **Introduction to the SDB**

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The Health Plan's Special Disability Benefit (SDB) will help to fill in the income gap for members who are forced to leave the trade early due to a career-ending disability.

The SDB is for plan members who are retiring early due to a chronic disability. To qualify for this benefit, a plan member must be deemed Totally Disabled by a physician from ever returning to work as a Boilermaker and/or similar trade work.

If approved, the plan will pay an SDB payment up to a maximum of \$1,000 per month.

The effective date for the SDB was January 1, 2015.

# Is the SDB Right For Me?

- The SDB might be right for you if you are permanently leaving the Boilermaker Trade due to your disability.
- If you are considering applying for the Special Disability Benefit (SDB), you need to do some advance financial planning so that you know what the SDB benefit is and what your monthly pension income will be from the Boilermakers' National Pension Plan (Canada).
- You may access the Pension Forecasting Tool online at [www.boilermakersbenefits.ca](http://www.boilermakersbenefits.ca).



# Is the SDB Right For Me?

- The plan's Pension Forecasting Tool is located on the Boilermakers' Benefits Member Website.
- The Pension Forecasting Tool is a vital resource in making an educated decision about your future.



## SDB Eligibility Criteria

- ✓ You must be eligible for Health Plan benefits on the date your SDB benefit starts.
- ✓ You must be a member in good standing as certified by the IBB at the time of application for the SDB.
- ✓ You must remain a member in good standing of the IBB throughout the duration of your SDB.
- ✓ You must be retiring from the Boilermakers' National Pension Plan (Canada) on the same date as your SDB starts.

## SDB Eligibility Criteria

- ✓ You must apply for the SDB through the Boilermakers' National Benefit Plan Administration Office.
- ✓ You must provide the necessary medical information.
- ✓ The maximum SDB is \$1,000 per month. The SDB benefit will help to fill the gap between a pension at age 65 and the normal form of pension at the disabled member's actual retirement age.
- ✓ All benefits are calculated on a level playing field – pension options taken by the disabled member are a personal choice and don't impact the maximum SDB.

# A Sample SDB Calculation

In the example below, the disabled member's total income from both plans (pension and health) is \$3,000/month until age 65. Then, it reduces to \$2,550/month.

**A 30 year member of the IBB has a career-ending illness or injury at age 60**

**The disabled member's pension at age 60 is \$3,000/month**

**The disabled member's pension at age 65 is \$2,550/month (15% reduction)**

**The Health Plan's SDB will be \$450/month**

**The SDB is payable until the disabled member reaches age 65 provided all plan rules are followed**

# SDB Rules

- ✓ You must enroll in the applicable Health Plan pay direct program immediately upon acceptance for the SDB.
- ✓ You must continue pay direct payments (the pay direct amount is subject to change) for as long as you receive the SDB.
- ✓ The SDB is a taxable benefit. The plan will withhold tax at source according to Canada Revenue Agency rules.
- ✓ The plan will issue the applicable tax form.
- ✓ The SDB is not guaranteed.



## Annual Update on Income

- You must provide an annual update on your income by filing the Notice of Assessment (NOA) from the Canada Revenue Agency (CRA).
- Your SDB will be suspended or terminated if this documentation is not received within 60 days of request.
- The plan's administrator may make further inquiries about reported income if it is indicated that you have returned to work (i.e., the plan may request T4 and T4A documents to reconcile reported income).

## Going Back to Work

- You will be required to report to the plan immediately in the event you become, or are about to become, re-employed *in any capacity*.
- If you become employed in any trade-related position (including scheduler, quality control, planner, estimator, supervisory, management etc.) your SDB benefit will automatically terminate and you will not be permitted to reapply.

# Termination of SDB

SDB will be terminated on the earliest of the date the:

1. Member reaches age 65.
2. Member fails to make the necessary Health Plan pay direct payment.
3. Member returns to work in any employment not previously approved by the plan.
4. Member fails to provide the necessary CRA or other documentation requested.
5. Member is expelled from the IBB.
6. Any SDB payment is made which is inconsistent with the purpose and intent of this benefit.
7. The Trustees terminate the SDB.

# Getting Started

- If you meet all eligibility standards and are ready to put down the tools once and for all, please complete a SDB Application Form. Applications are available online or you can call the Plan Administration Office to get more information and an indication of whether you would be approved for the SDB.
- SDB Application Forms are online at [www.boilermakersbenefits.ca/forms](http://www.boilermakersbenefits.ca/forms)
- You can call the Plan Administration Office toll-free at **1-800-668-7547**. Or email [disability@boilermakersbenefits.ca](mailto:disability@boilermakersbenefits.ca). A staff member at the Plan Administration Office will assist you.

## Additional Support

- The plan's Member Assistance Program, FSEAP, is available to all plan members and their families any day, any time.
- You are encouraged to use this free resource to help you make this decision.
- FSEAP offers free financial counselling as well as mental health support, and much more.

Call: **1-866-990-1113**

Website: **[www.myfseap.com](http://www.myfseap.com)**

App: **myFSEAP**

Group Name: **Boilermaker**

Password: **myfseap**



## Questions

 Please contact the Plan Administration Office

 1-800-668-7547

 [disability@boilermakersbenefits.ca](mailto:disability@boilermakersbenefits.ca)

 [www.boilermakersbenefits.ca/forms](http://www.boilermakersbenefits.ca/forms)