



Supplement: _____ **No. 8**

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SUPPLEMENT NO. 8

**LETTER OF UNDERSTANDING
RETURN TO WORK AND
L.T.D. PLAN DISABILITY MANAGEMENT,
INCENTIVES AND REHABILITATION**

COUNCIL ON NORTHERN INTERIOR FOREST EMPLOYMENT RELATIONS and I.W.A. CANADA will jointly consider plan modifications that will both improve the delivery of Rehabilitation within the Long Term Disability Plan, and will encourage and facilitate the development and establishment of Disability Management systems in participating employers' operations.

The Trustees are directed to develop Plan modifications that will:

1. Improve the timeliness, effectiveness and quality of Rehabilitation from the Plan;
2. Provide incentives to Employers and Local Unions to establish Disability Management systems at the operations level.

In the event that there are savings to the Long Term Disability Plan as a result of either Disability Management Systems, or amendments to Rehabilitation, consideration can be given to dispersal of these funds for further improvements in either of the above areas.

Where the Trustees reach agreement on modifications in the above areas, implementation can occur at the direction of the Trustees. Should additional funding be required to implement the Trustees recommendations, their recommendations will be forwarded to the respective Negotiating Committees to be dealt with.

By Memorandum of Agreement 7th August 1997.

Guidelines:

The content in Supplement No. 8 is quite historical.
There have been substantive improvements in the design and functioning of the rehabilitation department of the IWA-Forest Industry LTD plan.
There have also been substantive improvements in disability management programs in operations since this content was negotiated in 1997.

Contact CONIFER if you have any questions regarding Supplement No. 8.