

Disability Management Incentives

AL 10 - 00

March 24, 2000

TO: ALL FIR MEMBER COMPANIES

Gentlemen and Mesdames:

Re: Disability Management Incentives

The Trustees of the IWA-Forest Industry Long Term Disability Plan, in an attempt to encourage effective joint disability management programs in industry operations, have now approved a policy which supports disability management educational programs.

In summary, the LTD Plan will reimburse up to one-half of the tuition costs for attendance at bona fide educational courses related to joint disability management systems consistent with the Plan Policy on Disability Management. This would include programs such as the Disability Management Coordinator's Program (NIDMAR) currently offered at Simon Fraser University as well as other approved short courses on Disability Management.

Applicants for reimbursement must be employees (either salaried or I.W.A.) of Participating Employers in good

standing in the IWA-Forest Industry LTD Plan, must be approved by the Company and the Local Union, and must submit an application form to:

Mr. Tom McLeod
Manager, LTD Benefits and Rehabilitation
IWA-Forest Industry LTD Plan
900-5945 Kathleen Avenue
Burnaby, BC V5H 2S5

For further information on this subject, please do not hesitate to give me a call or e-mail me at tgetzie@forestindrel.com

Yours very truly,

TJG:cm Thomas J. Getzie
Vice President, Education
and Benefits Administration