

**ADVISORY LETTER**

**AL 39 – 00**

October 31, 2000

**TO: ALL FIR MEMBER COMPANIES**

Gentlemen and Mesdames:

**Re: The Business of Disability Management in the Forest Industry**

An excellent two-day conference on Disability Management is planned for Monday, November 20 and Tuesday, 21<sup>st</sup> at the Best Western Richmond Inn. This conference is sponsored by the “Joint Committee on Disability Management for the IWA – Forest Industry” and features key presentations on how to build a business case for disability management and how to setup and design a successful program. Nationally renowned disability management expert Richard Pimentel presents on Tuesday afternoon.

This program is designed for both management and union participants. Employees of Fir member companies should be entitled to the rebate described in the brochure. For your convenience, a conference brochure is enclosed.

Yours very truly,

[Signature Line]

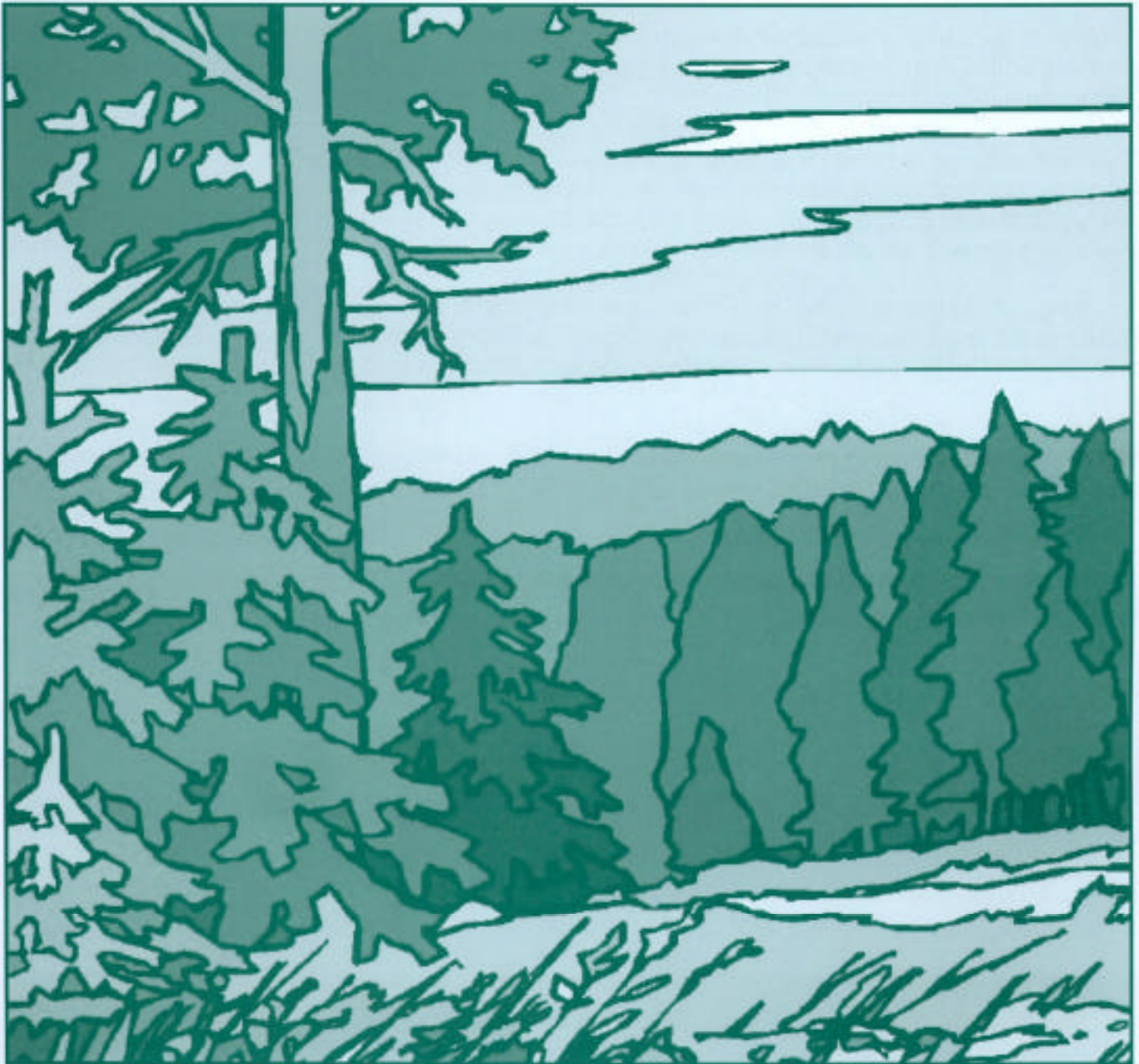
**T.J. Getzie**  
Vice President, Education and  
Benefits Administration

TJG:cm

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JOINT COMMITTEE ON DISABILITY MANAGEMENT  
FOR THE IWA - FOREST INDUSTRY

## THE BUSINESS OF DISABILITY MANAGEMENT IN THE FOREST INDUSTRY



### Maximizing your Resources

*November 20 - 21, 2000*

## A MESSAGE TO THE PARTICIPANTS

Disability Management in the Forest Industry has recently taken a number of significant steps to return injured workers to work within the Industry. Employers, the IWA and the various short and long term disability Plans have all recognized the need for early intervention and good communication with all the stakeholders.

In order to build on the successes of the past and build momentum towards greater integration of the disabled worker into the workplace, these organizations are encouraging the development of Disability Management Programs.

This introductory seminar will assist companies and I.W.A. Canada in developing Disability Management Programs in the workplace. You'll hear discussions about how and why we've reached this point, how to build a program, why they make sense from a business perspective, as well as a disabled member's standpoint, and how to keep it going.

You'll hear about programs that are working right now, and be motivated by people who have amazing stories to tell about personal success in dealing with disabling conditions. Learn about resources that you may draw on to establish your committee and keep it running, and other organizations that provide training.

**Note:** Attendees who are co-sponsored by I.W.A. Canada and their employing company (*participating in the LTD Plan*), may be eligible for a refund of 50% of the conference fee.

## SUPPORTING ORGANIZATIONS

Health & Welfare Plan #1  
Health & Welfare Plan #2  
Southern Interior Health & Welfare Plan  
Northern Interior Health & Welfare Plan  
IWA - Forest Industry Long Term Disability Plan  
Canfor Health & Welfare Plan  
Weldwood Health & Welfare Plan  
Workers' Compensation Board

## ABOUT US

The Joint Committee on Disability Management for the IWA - Forest Industry was started in 1998, with a mandate to encourage disability management programs within the forest industry and improve communication among the various participants.

# CONFERENCE AGENDA

## MONDAY, NOVEMBER 20, 2000

8:00 - 8:30 am Registration  
Continental Breakfast

8:30 - 8:50 am Opening Remarks

8:50 - 10:15 am **Panel Discussion**  
• *How and Why We Got Here*

*Panel Members:* **Tom Getzie**, Vice President, Education and Benefits Administration, F.I.R. and Co-Chair, IWA - Forest Industry LTD Plan; **Dave Tones**, 3<sup>rd</sup> Vice President, I.W.A. Canada and Co-Chair, IWA - Forest Industry LTD Plan; **Ross Pallett**, Director, Regional Services, Operations, Prevention Division, Workers' Compensation Board.

10:15 - 10:30 am Coffee Break

10:30 - 12:00 pm **Business Case for Disability Management**  
• *Creating a Program*

**Danielle Pratt**, president of Healthy Business Inc., delivers keynote presentations and workshops for a variety of organizations. Her background is in workplace health strategy, health care consulting and national health policy issues. Danielle's forte is in incorporating stress, illness and injury prevention as a strategic leadership and risk management issue and building it into an organization's structures, systems and processes.

12:00 - 1:30 pm Lunch & Motivational Speaker  
• *There's No Such Word As Can't*

**Alvin Law's** story is about real-life challenge and triumph. In his presentation "**There's No Such Word As Can't**", Alvin tells his audience, "*When you believe in yourself, any handicap can be overcome, the key is in your attitude*". Alvin began lecturing to students about disabilities in the early 80's and received national recognition for his impact on young people. Approximately 12 years ago, Alvin took a "dream step" and began working for himself as a full time speaker.

1:30 - 3:00 pm **Duty to Accommodate**

**Susan O'Donnell** is the Executive Director of the B. C. Human Rights Coalition. The Coalition is a non-profit society funded mainly by the Law Foundation of British Columbia to provide advocacy, education and consultation in human rights. Susan has also taught human rights for the Labour Studies Programme at Capilano College, the Justice Institute of B. C., and the Canadian Labour Congress.

3:00 - 3:15 pm Coffee Break

3:15 - 4:15 pm **Disability Management**  
• *What it Means to Employees*  
• *The Maturing Program*

**Dr. Henry G. Harder** is a registered psychologist specializing in rehabilitation and family psychology. He holds a Doctorate in Counselling Psychology, which he received from the University of British Columbia in 1994. Dr. Harder has been in the field of vocational rehabilitation and disability management for more than 12 years.

## TUESDAY, NOVEMBER 21, 2000

8:00 - 8:30 am Continental Breakfast

8:30 - 9:45 am **Program Design**  
• *How to Get Started/Setting Them Up*

**Carol Keane** has worked in the fields of Vocational Rehabilitation and Disability Management for the last 25 years — in Ontario, British Columbia and Saskatchewan. Eight years with the Workers Compensation Board of BC as a Vocational Rehab Consultant provided the background and momentum for her consulting business, WestCoast Disability Management. The primary focus of Carol's business is to provide training, education and implementation assistance for onsite disability management programs.

9:45 - 10:00 am Coffee Break

10:00 - 12:00 pm **Program Designs That Work**  
• *Panel Discussion*  
• *Highlights/Successes*  
• *Question & Answer Period*

*Panel Members:* Representatives of Disability Management Programs from Canfor (**Kathy Coburn** and **Dave Pearce**) and BC Hydro.

12:00 - 2:00 pm Lunch & Motivational Speaker  
• *Vocational Rehabilitation*

*(Sponsored by the Workers' Compensation Board of BC. Introduction by Roberta Ellis, Vice President, Prevention Division.)*

**Richard K. Pimentel** is a nationally renowned expert on disability management, workers' compensation cost containment, rehabilitation, and interpersonal relationships in the workplace. His vast and penetrating knowledge about issues related to disability and people of difference is communicated with humour and conviction. As a consultant, keynote speaker, professional trainer and author of numerous curricula and training guides, Richard has pioneered proactive risk management, return-to-work and equal employment opportunity programs.

2:00 - 2:15 pm Closing Remarks

## REGISTRATION FORM

Name: \_\_\_\_\_

Organization: \_\_\_\_\_

Title/Position: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City/Prov/PC: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Email: \_\_\_\_\_

To register, mail or fax the completed form to:

Bernie Gruber  
IWA - Forest Industry LTD Plan  
900 - 5945 Kathleen Avenue  
Burnaby BC V5H 4J7  
fax: (604) 433-0518

### REBATE AUTHORIZATION

The above employee is authorized to attend this seminar and is applying for a rebate from the Long Term Disability Plan.

*(The employee must be sponsored by both the IWA and the Employer, which must be participating in the IWA - Forest Industry LTD Plan.)*

Authorized by:

\_\_\_\_\_  
Signature on Behalf of Employer

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature on Behalf of IWA

\_\_\_\_\_  
Print Name

## REGISTRATION FEE

**\$500.00 (GST included)** Your registration fee should be received *no later than November 7, 2000.*

(Note: \$250 may be rebated if the Rebate Authorization is completed.)

The registration fee includes two days of sessions, handouts, continental breakfasts, lunches and coffee breaks.

## CANCELLATION POLICY

Complete refunds will be made for cancellations received at least two weeks prior to the seminar date. No refunds will be issued after November 7<sup>th</sup>; however, substitute attendees are permitted.

## HOTEL ACCOMMODATION

A block of rooms is reserved for seminar participants at the Richmond Inn in Richmond. To obtain the conference rate, please identify yourself as a Disability Management Seminar delegate. Contact the hotel directly at (604) 273-7878.

The conference will be held at:

**Best Western Richmond Inn**  
7551 Westminster Highway  
Richmond BC

November 20 - 21, 2000

For further information, please contact Bernie Gruber, IWA - Forest Industry LTD Plan at (604) 454-5467, or call toll free 1-800-663-4384.