

April 23, 2026

## **Health Science Professionals Bargaining Association (“HSPBA”) - Wage Increases Retroactive to April 1, 2024, and April 1, 2025**

This communication outlines the reporting requirements related to the **retroactive wage increases** for employees represented by the **Health Science Professionals Bargaining Association (“HSPBA”)**, specifically those currently receiving **Long Term Disability (LTD) benefits**.

As a result, LTD benefit calculations and earnings reporting may need to be updated for certain employees.

### **Employees on Long Term Disability**

#### Employees disabled on or after April 1, 2024:

LTD benefits for employees who became disabled on or after **April 1, 2024**, may be affected if the pre-disability earnings reported at the time of the claim have changed because of a retroactive wage adjustment. This group may include employees affected by the profile-based classification system that came into effect in 2024.

#### Employees disabled on or after April 1, 2025:

LTD benefits for employees who became disabled on or after **April 1, 2025**, may be affected if the pre-disability earnings reported at the time of the claim have changed due to a retroactive wage adjustment.

Canada Life will provide employers with a list of impacted employees. If applicable, this list will be issued by **June 12, 2026**.

### **Required Review and Updates**

- Review the **Employer’s Statement** and/or **Calculation of Part-Time Earnings** form(s) previously submitted.
- If pre-disability earnings have changed, update the information on the list provided by Canada Life.
- A revised Employer’s Statement is not required unless additional information beyond pre-disability earnings is needed.
- A revised Calculation of Part-Time Earnings form is required for all part-time employees.

### **Submission Deadline**

The completed listing (and any relevant attachments) must be submitted by **July 17, 2026**.

Send to Andy Mak (Andy.Mak@canadalife.com) (Please copy your Team Manager).

## **Employees working Rehabilitation Employment**

Employees participating in **Rehabilitation Employment**, who were being paid by the employer for hours worked, may be affected if they receive a retroactive wage adjustment.

Canada Life is unable to identify these employees and will rely on employers who are impacted.

## **Required Review and Updates**

- Review the **Monthly Earnings Report (MER)** While on LTD form previously submitted.
- If the employer reported rate of pay has changed, a revised MER, must be submitted by **July 17, 2026**.
- The Current Rate of Pay (CROP) must also be updated for all affected individuals.

Refer to the attached document, "*Earnings Update to Canada Life*" for detailed MER reporting instructions.

## **Employees Under Any Occupation Assessment**

Employees currently being assessed under the Any Occupation definition may also be affected by the retroactive wage adjustment.

## **Required Update**

Provide the updated **Current Rate of Pay (CROP)** to Canada Life by **July 17, 2026**.

## **Earnings/Contributions Reporting**

Retroactive wage adjustments must be reflected in the monthly earnings reporting.

Employers must include all retroactive wages increases in Straight Time Payroll (STP) when reporting through CERS.

***Please forward this document to all departments within your organizations that may require and rely on this information.***

## **Questions**

If you have any questions, please contact Canada Life, HBT Benefits Team or HBT Finance Team:

### **Canada Life**

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## **HBT**

### **Benefits Team**

If you have any questions, please contact your Benefits Administrator or the Benefits Team at [BenefitsTeam@hbt.ca](mailto:BenefitsTeam@hbt.ca) or 604-736-2087; Toll-free at 1-888-736-2087

### **Finance Team**

Contributions Reporting: [CERS@hbt.ca](mailto:CERS@hbt.ca) or 604-678-8518