



The Certified Employee
Benefit Specialist® Program

GBA2 Managing Benefit Plans

Study Materials Update—August 2024

This material is required reading for purposes of the CEBS program and the national exam for the GBA 2 course administered on or after October 15, 2024.

This update covers Module 3 of the Study Guide, Second Edition (First Printing—December 2022).

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How to Use This Update

For the printed version of the Study Guide:

Keep this update with your study materials. It should be read in conjunction with the assigned reading for GBA 2.

For the digital Study Guide:

These updates will be reflected in the digital versions of the Study Guide.

Instructions

There are two types of updates:

1. Minor—Where changes are made to a small section of the text, changes are indicated in **bold**.
2. Major—Entire sections are provided as a replacement.

Study Guide Module 3

As committed in Budget 2021, the government is permanently extending the number of weeks available under EI sickness benefits from 15 weeks to 26 weeks to provide workers with additional time and flexibility to recover before their return to work.

Pages 1 and 2, Assigned Reading: Remove the current pages 1 and 2 from your Study Guide and replace them with the new pages that follow. The replacement pages have a Candidate Note about changes to Employment Insurance (EI) covered in the text of Chapter 11.

Go to Page 6, Learning Outcome 2.2, point (b), in your Study Guide. Remove what is crossed out below and make the changes indicated in bold:

(b) EI. Illness and injury do not need to be work-related. Taxable benefits start after one week and are payable for up to ~~15~~ **26** weeks. The benefit is capped at 55% of maximum weekly insurable earnings. Individuals must meet eligibility requirements regarding work history and EI contributions.

Managing Short-Term Income Replacement Benefits

Module 3

The next two modules examine benefits that protect against loss of income when someone is absent from work because of an illness or injury resulting in disability. Group benefits may provide income protection under four structures:

1. Sick leave
2. Salary continuance
3. Weekly indemnity/weekly income (WI), also referred to as short-term disability (STD)
4. Long-term disability (LTD).

This module focuses on group income replacement plans offering short-term income protection, i.e., sick leave plans, salary continuance plans and WI/STD plans. The roles of Employment Insurance (EI), Workers' Compensation (WC) and the Canada Pension Plan/Quebec Pension Plan (CPP/QPP) and their impact on the design, funding and administration of these plans is also discussed. Module 4 focuses on group LTD plans.

Assigned Reading



Text
Chapter 11

Candidate Note: There is an update to the text on page 11-13, Table 11.1, in the Employment Insurance (EI) column of the row “What does it cover?” As committed in Budget 2021, the government is permanently extending the number of weeks available under EI sickness benefits from 15 weeks to 26 weeks to provide workers with additional time and flexibility to recover before their return to work. These extra weeks will be available for new EI claims established on or after December 18, 2022.



Learning Outcomes

1. Contrast types of short-term income replacement benefits available in group benefit plans.
2. Explain the significance of coordinating sick leave plans, group short-term income replacement benefits and government-sponsored benefits.
3. Describe key design, funding and administration considerations for sick leave benefits.
4. Describe key design, funding and administration considerations for salary continuance benefits.
5. Describe key design, funding and administration considerations for weekly indemnity/short-term disability (WI/STD) benefits.
6. Describe Employment Insurance considerations for the design of short-term income benefits.
7. Outline key provisions of IT-428, Wage Loss Replacement Plans and their implications for short-term income replacement plans.