

June 30, 2021

High Risk Leave

As you know, many who were previously on High Risk Leave (HRL) have recently been made to re-apply and this has resulted in their removal from that benefit and/or a referral to Short-Term Disability (STDP).

We are reaching out with an update to assist you with your decision on how to proceed after being removed from your HRL status and placed (arbitrarily in most cases) on STDP.

We mention that this is to “assist your decision” because in the end it is your decision on how to proceed.

Here's What We Understand

- Any member who was made to re-apply and listed any ongoing treatment, therapies or listed diagnoses in their applications have been referred to STDP.
- If you have been referred and have not complied, CPC will cut all pay and approved leave codes once your claim is considered “abandoned” and look to claw back any monies paid that were not supported.
- If you have applied to STDP and have been approved, you will remain on that benefit until your medical no longer indicates that you are incapacitated. This is consistent with the current STDP program.
- If you have applied to STDP and have NOT been approved, you will automatically be referred back to the previous HRL. If approved for HRL, you will be re-credited your waiting period (personal day or vacation for example) and topped back up to 100% of your wage from the point you were last coded as Special Leave.

- If not approved for HRL and STDP, contact your Local Office ASAP to discuss your options.

What You Need to Consider

Despite the fact that we disagree with what appears to be a callous removal from a leave provision, we are definitely concerned about the financial impacts of not applying to STDP. Please note that although we are currently arguing this change, it does not guarantee that a change of any kind would result in your immediate reinstatement to HRL.

This said, you might choose to limit your financial hardship by applying to STDP and following that process. We here in the Prairie Region support the process of proper grievances being filed immediately to preserve your rights. National Office is aware of how these new applications are being handled in our Region and are looking into this. We will update you as soon as we hear more.

In the meantime, please ensure that your Local is aware of your situation and keep them updated as you move through this unfortunate process.

An injury to one is an injury to all!

Always in Solidarity,



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cc. Prairie Region Locals
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