

3 Work Information

What are your job duties (e.g., operate machinery)?

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When do you expect to return to your job?

Date (dd/mm/yyyy) If you are still disabled after 15 weeks, you may be eligible to receive employment insurance (EI) sickness benefits for up to an additional 15 weeks while disabled. You must submit an application for EI Sickness benefit through your local Employment Insurance office when you reach week 14 of your weekly indemnity period. Sickness benefits payable under the EI Act are eligible for "top-up" to the WIB maximum amount (EI assessment must be provided to Manulife Financial).

4 Income/Benefit Information

Have you applied for or are you receiving any of the following income/benefits. *If so, please provide copies of pay slips and/or award letters, including decline letters.* It is important that all sources of income be reported immediately. It is possible that these may impact potential benefit payment.

| INCOME BENEFIT | REFERENCE OR CLAIM NO. | BENEFIT DATE (dd/mm/yyyy) | FREQUENCY | | | | AMOUNT | | |
|--|------------------------|---------------------------|-----------|--|-----------------------|-----------------------|-----------------------|-----------------------|----------|
| | | | START | | WEEKLY | BI-WEEKLY | | MONTHLY | LUMP SUM |
| | | | END | | | | | | |
| Any type of Workers' Compensation Board* | | | | | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | \$ |
| Motor Vehicle Insurance | | | | | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | \$ |
| Employment Insurance | | | | | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | \$ |
| Other | | | | | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | \$ |

* Includes any type of benefit for work-related illness or injury including Workers' Compensation Board (WCB), Workplace Safety and Insurance Board (WSIB) and Commission de la santé et de le sécurité du travail (CSST).

5 Assignment, Certification and Authorization

I certify that the information in this form is true and complete, to the best of my knowledge. I also certify that any further verbal or written statement provided by me will be true and complete to the best of my ability. I agree to refund any monies that may be due to Manulife Financial as a result of disability benefits from any source listed above and/or in accordance with the provisions of the group benefits plan with Manulife Financial.

I understand that Manulife Financial (which hereinafter includes its claim service providers and reinsurers) and/or my employer may investigate this claim and may require information relevant to my claim including but not limited to information regarding my employment, benefit payment information, my activities and my health and health history, including clinical notes and medical records. I authorize any person or organization, including any employer, health care professional, health care institution and any other medically-related facility, rehabilitation provider, insurer, administrator of government benefits or other benefit programs, the Medical Information Bureau or investigative agency, to release and exchange any information or documentation requested by Manulife Financial and/or my employer for the purposes of administering the group plan, assessing, auditing, investigating and managing my claim or return to work, or for the purpose of transitioning my claim to a long term disability plan.

I authorize Manulife Financial and /or my employer, including the Office of the Chief Medical Officer of Canadian Pacific Railway, to collect, use and exchange with the persons or organizations listed above and/or with each other any information or documentation, including any medical or disability related records for the purposes listed above. I understand that only information related to my work restrictions will be transmitted to my supervisor.

I authorize the use of my Social Insurance Number for the purpose of tax reporting. I agree that a photocopy or electronic version of this authorization shall be as valid as the original. I understand that information relating to Manulife Financial's privacy policies is available upon written request, or on Manulife Financial's website www.manulife.ca.

| | |
|--------------------|--------------------------|
| Employee Signature | Date Signed (dd/mm/yyyy) |
|--------------------|--------------------------|

At Manulife Financial, we know that confidentiality of personal information is important. Any information you provide to us will be kept in a group life and health benefits file. Access to your information will be limited to:

- Our employees and representatives in the performance of their jobs;
- Persons to whom you have granted access; and
- Persons authorized by law.

You have the right to request access to the personal information in your file, and, if necessary, correct any inaccurate information.



**CANADIAN
PACIFIC
RAILWAY**

Return completed form to:
Waterloo Group Disability Claim Office
25 Water Street South, P.O. Box 800
KITCHENER ON N2G 4Y5

Manulife Financial
Disability Call Centre:
1-877-481-9169
Fax: 1-519-744-4519

Employer Statement Weekly Indemnity Benefit – Group Disability Claim for Unionized Employees of Canadian Pacific Railway

- To be completed by the employer.
- Please print clearly and answer all questions.
- **Please attach details on any additional information that you believe should be considered in assessing this employee claim.**
- Provide the employee with an Employee Statement form and an Attending Physician's Statement form for the family physician or attending specialist.

1 Employer

| | | |
|--|-----------------------|---|
| Plan Number 84500 | Acct/Div. No. (Union) | Company Name Canadian Pacific Railway |
| Address (Street Number and Name, Apartment or P.O. Box Number) | | |
| City | Province | Postal Code |
| Contact Name | Title | |
| Telephone Number () | Fax Number () | |

2 Employee Identification

| | | |
|--|-------------------------------|--|
| Name (Last Name, First Name, Middle Initial) | | <input type="radio"/> Male <input type="radio"/> Female |
| Social Insurance Number | Employee (Certificate) Number | Date of Birth (dd/mm/yyyy) |

3 Employee Information

| | | |
|--|---|--------------|
| Date of Hire (dd/mm/yyyy) | Date Eligible for Benefit (dd/mm/yyyy) | Department |
| Employee's Job Title | <input type="radio"/> Safety Sensitive <input type="radio"/> Safety Critical | |
| Union Affiliation of Employee | | |
| Name of Employee's Supervisor/Manager | Telephone of Supervisor/Manager | |
| Date Last Worked (dd/mm/yyyy) | | |
| Reason Employee Stopped Working <input type="radio"/> Illness <input type="radio"/> Injury <input type="radio"/> On layoff <input type="radio"/> Leave of absence <input type="radio"/> Maternity leave <input type="radio"/> Other _____ | | |
| Has the employee returned to work? <input type="radio"/> Yes <input type="radio"/> No <i>If yes, please provide date returned to work.</i> | | (dd/mm/yyyy) |
| <i>If no, please provide expected return date</i> | | (dd/mm/yyyy) |
| Has benefit coverage terminated? <input type="radio"/> Yes <input type="radio"/> No <i>If yes, please state when and reason why.</i> | | |
| Date Benefit Coverage Terminated (dd/mm/yyyy) | Reason for Termination of Benefit Coverage | |

4 Employee's Earnings and Benefit Information

It is important all sources of income be reported immediately. It is possible that these may impact potential benefit payment.
*Please provide the following information **OR** a copy of the current pay slip.*

| | |
|---|---|
| Weekly Salary/Wage When Employee Was Last At Work \$ | Date of Last Salary Change (dd/mm/yyyy) |
| Other Income, if Applicable \$ | |

Is employee on spare board, relief, or casual employment? Yes No Other _____

If yes, please attach a list of employee's earnings during the six (6) consecutive complete pay periods in which the employee received earnings immediately preceding disability. (Show clearly any vacation dates and the pay thereof. It may be necessary to go beyond six (6) periods to obtain six (6) periods in which payment was received.)

5 Tax Information

Please complete as benefit is taxable.

*Please provide the following information, **OR** a completed TD1 or TP1 form.*

| | | |
|---------------|------------------|--|
| TD1 (Federal) | TP1 (Provincial) | Employee province of residence for income tax purposes |
|---------------|------------------|--|

6 Additional Earnings

Please indicate if any of the following have been paid.

| INCOME BENEFIT | PAID/PAYABLE | | WEEKLY | PAID FROM (dd/mm/yyyy) | PAID TO (dd/mm/yyyy) | AMOUNT |
|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|----------------------|--------|
| | Yes | No | | | | |
| Vacation Pay | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | | \$ |
| Severance | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | | \$ |
| General Holiday | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | | \$ |
| Retirement or Pension | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | | \$ |
| Other | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | | \$ |

7 Workers' Compensation Information

Is the current condition due to a work related accident or illness? Yes No

If yes, please explain

If yes, please provide a copy of the information received from any type of Workers' Compensation Board.

8 Work Information and Job Requirements

Work Information and job requirements, including primary duties and physical demands specific to job tasks will be gathered by CPR as a separate process and forwarded to Manulife Financial's Disability Claims department for adjudication and return to work purposes. Work information and job requirements are not required to be provided through this form.

9 Declaration

I certify that the information in this form is true and complete, to the best of my knowledge.

| | |
|-------------------------|-------------------|
| Authorized Signature | Title |
| Telephone Number () | Date (dd/mm/yyyy) |

The information in this statement will become part of a group life and health benefits file which might be accessible by the employee or third parties to whom access has been granted or those authorized by law.



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KITCHENER ON N2G 4Y5

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Attending Physician's Statement Weekly Indemnity Benefit – Group Disability Claim for Unionized Employees of Canadian Pacific Railway

The primary purpose of this statement is to assist Manulife Financial in making a decision about your patient's claim for disability benefits. The secondary purpose is to assist your patient in returning to work under the terms of CPR's Return To Work program.

When completing this form, please include sufficient details of history, physical and diagnostic findings, critical course, therapy, and response to enable Manulife Financial to make this decision.

YOUR PATIENT WOULD APPRECIATE THE COMPLETION OF THIS FORM AS SOON AS POSSIBLE. OTHERWISE, THERE MAY BE A DELAY IN THE PROCESSING OF THIS CLAIM.

PLEASE KEEP A COPY FOR YOUR RECORDS.

The primary goal of Canadian Pacific Railway's Return To Work Program is to assist employees who are absent from work due to medical reasons, to return to work and/or remain at work. This program includes modified or alternate duties for employees with temporary or permanent restrictions. Many positions occupied by Canadian Pacific Railway employees are critical to safe railway operations and impact on the safety of the public and/or other employees. Delay in processing of this claim may delay or prevent employees from returning to work.

The employee must complete Sections 1 and 2, then have the Attending Physician complete the remaining Sections.

1 Patient Authorization (To be completed by patient)

| | | | |
|--|--------|-----------------------------------|-------------------------------|
| Name of Patient (Last name, First Name, Middle Initial) | | Group Plan Number 84500 | Employee (Certificate) Number |
| Address (Street Number and Name, Apartment or P.O. Box Number) | | | |
| City | | Province | Postal Code |
| Date of Birth (dd/mm/yyyy) | Height | Weight | |
| I hereby authorize the release to my insurer, the office of the Chief Medical Officer of Canadian Pacific Railway, of any medical information in my file with respect to this claim. | | | |
| Patient's Signature | | | Date (dd/mm/yyyy) |

2 Medical Information (To be completed by patient)

List all doctors consulted for your present condition.

| | | |
|--|---|---------------------------------|
| Name of Doctor/Specialist | Approximately when did you first seek medical attention for this condition? | (dd/mm/yyyy) |
| Address of Doctor (Street Number and Name) Suite | | Date of Next Visit (dd/mm/yyyy) |
| City | Province | Frequency of Visits |
| Postal Code | Telephone Number () | Type of Practitioner |
| Name of Doctor/Specialist | Approximately when did you first seek medical attention for this condition? | (dd/mm/yyyy) |
| Address of Doctor (Street Number and Name) Suite | | Date of Next Visit (dd/mm/yyyy) |
| City | Province | Frequency of Visits |
| Postal Code | Telephone Number () | Type of Practitioner |

3 Attending Physician's Statement

Rest of form to be completed by physician

A. History

Safety Sensitive Position
 Safety Critical Position

When did symptoms first appear or the incident happen? ▶ Date (dd/mm/yyyy)

What date did patient cease work because of illness/injury? ▶ Date (dd/mm/yyyy)

Has the patient ever had the same or a similar condition? ▶ Yes No

If "Yes" state when and describe

Is condition due to injury or sickness arising out of patient's employment? ▶ Yes No Unknown

Is a claim being submitted to any type of Workers' Compensation Board? ▶ Yes No

Has the patient been confined in a hospital? ▶ Yes No

If available, please include admission and discharge summaries.

| | | |
|----------|-----------------------------|-----------------------------|
| If Yes ▶ | Admission date (dd/mm/yyyy) | Discharge date (dd/mm/yyyy) |
| | Admission date (dd/mm/yyyy) | Discharge date (dd/mm/yyyy) |
| | Admission date (dd/mm/yyyy) | Discharge date (dd/mm/yyyy) |

Name, Specialty and address of other treating physician(s)

| Name | Specialty | Address |
|------|-----------|---------|
| | | |
| | | |
| | | |

B. Diagnosis

a) Primary

b) List any additional conditions or complications

c) Subjective symptoms

d) Objective findings/Physical examination (please include copies of current x-rays, EKG's or laboratory data and any relevant physical findings and consultation reports.)

If your patient is/was pregnant, please provide the expected/actual delivery date (dd/mm/yyyy)

4 Treatment

| | | | |
|---------------------|-----------------|--|---------------------------------|
| Frequency of Visits | Weekly | Date of First Visit (dd/mm/yyyy) | Date of Last Visit (dd/mm/yyyy) |
| | Monthly | Date of all visits between first and last visit (dd/mm/yyyy) | |
| | Other (specify) | | |

Nature of Treatment (including surgery, physiotherapy, psychotherapy)

| Medications | Dosage | Side Effects | Duration |
|-------------|--------|--------------|----------|
| | | | |
| | | | |
| | | | |

When do you expect a significant change in the functional limitation affecting your patient?

To your knowledge is patient following the recommended treatment program? ▶ Yes No

Is there potential for future improvement? ▶ Yes No

If no, please comment.

Have you recommended that your patient's driver's license be revoked? ▶ Yes No

