



WHO ARE THE PARTICIPANTS IN THE EARLY INTERVENTION PROGRAM?

- The Disability Benefits Plan members
- Disability Benefits Plan case managers
- School administrators—superintendents, principals and vice principals
- Association or union presidents and executive
- MTS or union representatives such as staff officers and EAP counselors

INFORMATION FOR MEMBERS

This brochure is intended to introduce and inform members about the Early Intervention Program. Other information on the Plan, Plan benefits and application processes can be found on the Plan website which is noted at the end of this material.

WHAT IS THE EARLY INTERVENTION PROGRAM (EIP)?

A proactive approach intended to safely and successfully keep DBP members at work—avoiding sick leave and preventing disability.

The Program is a collaborative initiative between participants and service providers to proactively assist DBP members who are struggling at work with a physical or psychological illness that puts them at risk of a reduction in active employment. EIP will facilitate the member remaining at work while he/she works through a therapeutic or other medical treatment plan.



WHY IS EARLY INTERVENTION IMPORTANT?

Research and industry experiences support the importance of early intervention in any workplace absence. The longer the absence, the less likely and more difficult the return to the workplace. The Early Intervention Program focuses on

providing supports while a member is still working, thereby reducing the risk of long absences and disability.

HOW CAN EARLY INTERVENTION HELP?

Through early and appropriate referral the program can help:

- Avoid delays in obtaining appropriate health/rehabilitation services
- Avoid unnecessary use of sick days and disruption in the continuity of the classroom
- Increase the likelihood of successful early rehabilitation outcomes
- Reduce the negative effects of physical and psychological de-conditioning
- Decrease/prevent feelings of loneliness and abandonment and/or depression that reduce one's motivation to get well or to continue working
- Assist the member and family in re-establishing a sense of control
- Encourage family members to provide positive reinforcement and support
- Ease the process of coping and adjustment for all

(Please note the Early Intervention program is not intended to be an extension of normal group health benefit coverage. EIP is intended to assist members who are at imminent risk of employment disruption due to illness and disability.)



HOW DOES THE EARLY INTERVENTION PROGRAM GET STARTED?

DBP members simply do what comes naturally. If they see colleagues who are showing signs of severe stress or struggling with a chronic medical condition, they approach them, show concern for their health and well being and encourage them to contact their DBP case manager or EAP counselor. Important issues such as respecting confidentiality must be understood and adhered to and it is important to reinforce that the affected member must make the contact with the case manager or EAP.



HOW DOES THE EARLY INTERVENTION PROGRAM WORK?

The Early Intervention Program succeeds if you agree to proactively, collaboratively and confidentially encourage DBP members who appear to be at-risk to contact their DBP case manager for assistance. These members, your colleagues, may be struggling with stress, a chronic medical condition, or other condition. These situations can seriously undermine personal and professional quality of life with the potential for absences and a disability claim.

WHY DOES THE EARLY INTERVENTION PROGRAM WORK?

Members are often struggling because they are trying to cope with work, home and/or medical problems without adequate or appropriate supports. Early Intervention can help get those supports.

WHERE CAN I GET MORE INFORMATION?

Visit the MTS Website at www.mbteach.org and follow the links for Benefits and Disability Plans. Use the e-mail links at the site to contact the case manager for your division and other DBP staff for further specific details or phone 204-957-5330 or toll free 1-866-504-9373.

DISCLAIMER

This brochure is informational only and creates no legal rights or obligations on the part of either you or the Plan. The enforceable legal rights and obligations between you and the Plan are outlined in the Plan Document. As revisions to the Plan Document and Society Policy related thereto are completed, they will be updated on the noted Plan website.

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DISABILITY BENEFITS PLAN



EARLY INTERVENTION PROGRAM