LONG TERM DISABILITY INSURANCE

Effective July 1, 2017

Any questions please call **1.877.226.8620** or visit **bit.ly/OtherGICBenefits**

If you don't **protect your income**...



...you could lose **a lot.**

UNUM℠
Better benefits at work.

Commonwealth of Massachusetts
Group Insurance Commission

CONSIDER LONG TERM DISABILITY INSURANCE.

It costs less than you might think and has more value than you may be aware of.

Why do I need long term disability insurance?

Most of us take our health and our ability to work for granted. Disabilities can happen to anyone, anywhere, at any time. It could be a sudden illness, an accident or even a weekend sports injury, and you could be unable to work. For many, this means loss of income, family security and independence. And since 28% of U.S. consumers live paycheck to paycheck, not many people have savings or other disposable income they can rely on.[1]

Why should I buy long term disability insurance?

If a disability prevents you from earning an income, how will you pay your bills, your rent or mortgage, your car payments and other expenses? There's a lot depending on your paycheck – that's why group voluntary long term disability (LTD) insurance from Unum is important to consider.

What long term disability insurance will do for me?

The GIC's LTD insurance offered through Unum will replace a portion of your income if you are unable to work due to a covered injury or sickness. This means you can protect your family and finances during a time of need.

LONG TERM DISABILITY COVERAGE CAN HELP. **Just think of it as income protection. LTD coverage will pay you up to 55% of your monthly base salary tax free to a maximum of $10,000 per month. If you become disabled, and qualify for benefits, there is a minimum benefit of $100 per month.**



"What are the odds a disability could happen to me?"

- Three out of ten people between the ages of 35 and 65 will be disabled at some time during their career for three months or longer.[2]
- Nearly two-thirds of disabling injuries occur off the job and aren't covered by workers' compensation.[3]



"Can I rely on my health benefits if I have a disability?"

- Health insurance covers only a portion of your medical bills and it doesn't provide any income protection if you are unable to work and earn a living.

1 "Large Number of U.S. Consumers Continuing to Live Paycheck to Paycheck," Press Release, AC Nielsen, June 13, 2005.

2 Commissioners Individual Disability Table A, Society of Actuaries, 1985.

3 National Safety Council, Injury Facts. 2005-2006 edition.

What is the benefit?

You can protect 55% of your monthly base salary to a maximum of $10,000.

	X	.55	**=**	
Base Salary				Maximum Benefit

Eligibility

Active full-time Commonwealth of Massachusetts employees, or half-time employees working a minimum of 18 ¾ hours in a 37 ½ hour week or 20 hours in a 40 hour week, are eligible.

How do I enroll?

You may enroll if you are a new hire within 31 days from your start date without providing proof of good health.

You may apply anytime during the year with proof of good health by completing the GIC's Form-1. Unum will then send you an ***Evidence of Insurability*** Application to complete and return.

How long are benefits paid if I am disabled?

Benefits will be paid until you are no longer considered disabled as defined in the policy, or until you reach the maximum payable period below:

Age at Disability	Duration of Payments	Age at Disability	Duration of Payments
Under age 61	to age 65	**65**	2 years
61	4 years	**66**	1 ¾ years
62	3 ½ years	**67**	1 ½ years
63	3 years	**68**	1 ¼ years
64	2 ½ years	**69+**	1 year

When does coverage end?

Your coverage ends if you do not pay your premium, you leave employment with the Commonwealth, or are no longer eligible due to a change of employment status.

Are there any exclusions if I file a claim?

If you have not been covered by the GIC's LTD Plan for more than twelve (12) consecutive months, a pre-existing condition limitation applies.

You have a pre-existing condition if:

- you received medical treatment, consultation, care or services including diagnostic measures, or took prescribed drugs or medicines in the 6 months just prior to your effective date of coverage; and
- the disability begins in the first 12 months after your effective date of coverage unless you have been treatment-free from the pre-existing condition for 6 consecutive months after your effective date.

Long Term Disability (LTD) benefits are not payable for disabilities resulting from:

- intentionally self-inflicted injuries;
- active participation in a riot;
- war, declared or undeclared, or any act of war;
- attempt to commit or commission of a crime;
- commission of a crime for which you have been convicted;
- loss of professional license, occupational license or certification;
- any period of disability during which you are incarcerated.

Is there a benefit for mental health disability?

For disabilities due to mental illness may be payable for up to thirty-six months or for as long as the insured is:

- Confined to a hospital or other licensed facility; or

Receives psychiatric partial hospital or day treatment for at least five hours per day and at least four days per week.

How is disability defined?

You are disabled when Unum determines that:

- you are limited from performing the material and substantial duties of your regular occupation due to your sickness or injury; and
- you have a 20% or more loss in your indexed monthly earnings due to the same sickness or injury.

After 24 months of payments, you are disabled when Unum determines that due to the same sickness or injury, you are unable to perform the duties of any gainful occupation for which you are reasonably fitted by education, training or experience.

You must be under the regular care of a physician in order to be considered disabled.

How much does coverage cost?

The GIC's Long Term Disability Program is very affordable. The monthly rates are listed below.

- Your premium will be adjusted when there is a change in your age and/or salary, when the GIC is notified.
- Premiums are conveniently paid through payroll deduction, with after-tax dollars.

Rates are per $100 of monthly covered payroll

Age	Rates
Less than age 25	$0.08
25 - 29	$0.10
30 - 34	$0.14
35 - 39	$0.17
40 - 44	$0.35
45 - 49	$0.47
50 - 54	$0.57
55 - 59	$0.70
60 - 64	$0.67
65 - 69	$0.38
70 and over	$0.22

Rates effective July 1, 2017



Use the worksheet below to calculate your monthly LTD premium

1. Enter your gross annual pay divided by 100. _____
2. Enter your Premium according to your age from the chart. _____
3. Multiply line (1) by line (2). x _____ = _____
4. Divide line (3) by 12. ÷ _____ = _____

   This is your monthly cost.*

Example: Employee's age is 38; Gross annual pay is $30,000

$30,000 ÷ 100 = $300.00 X $.17 (Premium from chart) = $51.00 (Annual Premium)

$51.00 ÷ 12 = $4.25 (This is your monthly cost.)

* Rounding may apply.



ADDITIONAL BENEFITS AND SERVICES

Waiver of Premium

No premium payments are required for your coverage while you are receiving payments under this plan.

Work Incentive Benefit

During the first 12 months of payments, while working, your monthly payment will not be reduced as long as disability earnings plus the gross disability payment does not exceed 100% of indexed monthly earnings.

Rehabilitation and Return to Work Assistance

Rehabilitation and Return to Work Assistance may be available to help you return to work. If you are eligible, Unum will provide you with a written plan developed specifically for you. Unum will pay an additional disability benefit of 10% of your gross disability payment to a maximum of $1,000 per month.

Worksite Modification

Should you become disabled, Unum will work with you and your agency to identify potential modifications that will likely help you remain at work or return to work.

Social Security Assistance

If you are receiving monthly payments from Unum, they can provide an advocate to help you apply for and secure Social Security disability benefits. Unum will then coordinate benefits with Social Security payments. The maximum amount payable to you in disability payments will be reduced by your family's Social Security benefit.

Underwritten by: Unum Life Insurance Company of America
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This brochure is a plan summary provided to help you understand your insurance coverage from Unum. This information is not intended to be a complete description of the insurance coverage available. The policy or its provisions may vary or be unavailable in some states. For complete details of coverage and availability please refer to policy form C.FP-1 et al and contact your Unum representative.

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