

# DISABILITY INSURANCE — GROUP VOLUNTARY

Unum's group voluntary disability insurance provides a solid base of income protection coverage combined with valuable resources for any employee population. Group voluntary disability insurance can be purchased as a short-term plan or a long-term plan.

## Why Group Voluntary Disability?

### **Working without a net:**

More than three-quarters (77%) of workers think that missing work for three months because of injury or illness would create a financial hardship, while half think it would cause a "great hardship."

*Consumer Federation of America and Unum, "Employee Knowledge and Attitudes about Employer-Provided Disability Insurance" (2012). The most recent source of its kind.*

Nearly all households (90%) say they would suffer financial hardship if they were disabled and unable to work for a year.

*Consumer Federation of America and Unum, "Employee Knowledge and Attitudes about Employer-Provided Disability Insurance" (2012). The most recent source of its kind.*

**Disabilities not covered by workers' compensation:** Most injuries are not work-related, and therefore not covered by workers' compensation.

*National Safety Council, "Injury Facts" (2015).*

## Unum Group Voluntary long-term disability advantages:

- Own-occupation & two-year own-occupation definitions of disability
- Benefit duration to the Social Security normal retirement age
- Income replacement options include 40%, 50%, or 60%
- Maximum benefit up to \$5,000 per month (higher monthly benefit limits available)
- No minimum earnings loss required during elimination period for most contracts; 20% of indexed monthly earnings thereafter
- Up to 100% (indexed) earnings replacement for 12 months while disabled and working
- Does not offset an employer's salary continuation program (formal or informal)
- Elimination period – 90 days, 120 days, 180 days, or 360 calendar days

## Unum Group Voluntary short-term disability advantages:

- Residual definition of disability
- Benefit duration choices of 13 or 26 weeks
- Income replacement options include 50% or 60%
- Maximum benefit up to \$1,500 per week
- 14-day elimination period for accident and illness

Elimination period is the length of time of continuous disability that must be satisfied before a participant is eligible to receive benefits from the policy. The definition of disability must be satisfied in order to qualify for benefits. Groups often select elimination periods that follow the end of their sick leave or accumulated sick bank. Additional choices are available upon request.



# DISABILITY INSURANCE — GROUP VOLUNTARY (continued)

## Rehabilitation and Return to Work Assistance

Unum has a vocational Rehabilitation and Return to Work Assistance program available to assist claimants in returning to work. The insurance company will make the final determination of the claimant's eligibility for participation in the program and will provide them with a written Rehabilitation and Return to Work Assistance plan developed specifically for them. If the claimant participates in a Rehabilitation and Return to Work Assistance program, Unum will also pay an additional disability benefit of 10% of their gross disability payment up to a maximum of \$250 per week.

<sup>1,2</sup> National Safety Council, Injury Facts, 2009

<sup>3</sup> LIFE Foundation, "Hit Hard by the Economy, Americans Risk Knockout Without Disability Insurance," May 1, 2009.

## Definition of Disability

The definition of disability is the residual definition and it is outlined as follows:

A participant is disabled when it is determined that:

- The participant is limited from performing the material and substantial duties of their regular occupation due to their sickness or injury.
- The participant has a 20% or more loss in weekly earnings due to the same sickness or injury.
- The participant must be under the regular care of a physician in order to be considered disabled.

## Requirements to participate in Unum's Group Voluntary Disability Plan

- 20% of a local association's membership must enroll in the disability plan in order for coverage to become effective.
- Local association decides on elimination period and benefit offerings prior to obtaining a quote.
- All members of a local association will receive a customized enrollment kit and elect to choose or refuse coverage.
- Local association will need to provide census information, including all members' date of hire, date of birth, gender, salary, and Social Security number if possible.
- Local association will distribute the kits and be responsible for retrieving and returning to Unum for review.
- District must administer the plan.
- Once Unum determines the 20% threshold has been satisfied, coverage will go into effect.

In order to start this process, local associations are encouraged to contact their NYSUT Member Benefits representative. The representative will discuss the process and refer the local association to the appropriate Unum representative.

This policy provides disability income insurance only. It does NOT provide basic hospital, basic medical, or major medical insurance as defined by the New York State Department of Financial Services. Policies or their provisions may vary or be unavailable in some states. Policies have exclusions and limitations that may affect any benefits payable. See the actual policy or your Unum representative for specific provisions and details of availability.

Underwritten by: First Unum Life Insurance Company, 666 Third Avenue, 3rd Floor, New York, NY 10011. [unum.com](http://unum.com)

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*The First Unum Life Insurance Company Group Voluntary Disability Plan is a NYSUT Member Benefits Trust (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 8% of gross premiums for this program. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. The Insurer pools the premiums of Member Benefits participants who are insured for the purposes of determining premium rates and accounting. Coverage outside of this plan may have rates and terms that are not the same as those obtainable through Member Benefits. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program.*

