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**Benefits at a Glance for Oregon Educators Benefit Board (OEBB)**

**Group Policy # 646595**

**Effective Date October 1, 2009**

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## **Long Term Disability Insurance – Plan 7**

Long Term Disability (LTD) insurance from Standard Insurance Company provides financial protection for eligible employees by promising to pay a percentage of monthly earnings in the event of a covered disability.

The cost of this insurance is paid by your employer and enrollment is mandatory.

### **Eligibility**

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#### **Eligible Employee**

To be eligible for OEBB LTD coverage, you must be an active employee of an employer participating in the LTD insurance group policy. You must meet other eligibility requirements included in the member definition of the group policy and as required and determined by OEBB.

#### **Becoming Insured**

The effective date of your coverage depends on when you become an eligible employee and when you complete your eligibility waiting period, if any. In each case, you must meet the active work requirement before your insurance becomes effective.

### **Benefits**

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#### **Monthly Benefit**

50 percent of the first \$16,000 of your monthly predisability earnings, reduced by deductible income (e.g., work earnings, workers' compensation, social security, etc.)

#### **Maximum Monthly Benefit**

\$8,000

#### **Minimum Monthly Benefit**

\$100 or 10 percent of your LTD benefit before reduction by deductible income, whichever is greater.

#### **Waiting Period Before Benefits Become Payable**

60 days

### Definition of Disability

For the benefit waiting period and the first 24 months for which LTD benefits are paid, you must be unable as a result of physical disease, injury, pregnancy or mental disorder to perform with reasonable continuity the material duties of your own occupation and suffer a loss of at least 15 percent of your predisability earnings while working in your own or any other occupation.

After that, you must be unable as a result of physical disease, injury, pregnancy or mental disorder to perform with reasonable continuity the material duties of any gainful occupation which:

- You are able to perform, due to education, training or experience,
- Is available at one or more locations in the national economy, and
- You can be expected to earn at least 80 percent of your indexed predisability earnings within 12 months of returning to work, regardless of whether you are working in that or any other occupation.

### Maximum Benefit Period

If an employee becomes disabled before age 62, LTD benefits may continue until the Social Security Normal Retirement Age (SSNRA). If an employee becomes disabled at age 62 or older, the benefit duration is determined by your age when disability begins:

Age	Maximum Benefit Period
62	To SSNRA or 3 years 6 months, whichever is longer
63	To SSNRA or 3 years, whichever is longer
64	To SSNRA or 2 years 6 months, whichever is longer
65	2 years
66	1 year 9 months
67	1 year 6 months
68	1 year 3 months
69+	1 year

### Other Features & Services

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- 24 hour coverage, including coverage for work-related disabilities
- Survivor Benefit
- Return to Work Incentive
- Temporary Recovery Provision
- Waiver of Premium while LTD benefits are payable
- Rehabilitation Plan Provision
- Conversion of Insurance Provision

*This information is only a brief description of the group LTD insurance policy sponsored by Oregon Educators Benefit Board (OEBB). The controlling provisions will be in the group policy issued by The Standard to OEBB. A group Certificate of Insurance and an Important Notice that describe the terms and conditions of the coverage, including definitions, exclusions, limitations, reductions and terminating events, are available for employees who become insured according to the group policy terms. For more complete details, contact your human resources representative.*