

## BASIC & SUPPLEMENTAL LONG TERM DISABILITY INSURANCE

Protect your income while coping with a long-lasting disability.

Your employer provides a basic level of disability insurance for all eligible subscribers. Will that be enough for you? Think about your ongoing expenses and how much income you'll need to replace. You have the option to enroll in supplemental disability insurance that will replace more of your income.

**Long Term Disability Insurance helps protect your income if you can't work and don't get your regular paycheck.**

**Long Term Disability Insurance** can help pay the bills if you become disabled and can't work for an extended period. That could be a few months or several years. This coverage helps replace part of your paycheck. That can help you protect your lifestyle and savings.

**You can get help returning to work when you're ready.** This Long Term Disability Insurance coverage includes incentives and assistance to help you get back to work. The Standard may also help pay the costs of modifying your workplace to accommodate your needs.

One in four 20-year-olds will become disabled before reaching age 67. And one in 10 Americans live with severe disability.\* Long-term disabilities can be caused by accidents but also by illnesses such as cancer and heart diseases. How many paychecks could you afford to miss? **Long Term Disability Insurance can help you maintain your lifestyle and pay for things like:**



**Housing Costs**



**Groceries**



**Car Insurance**



**College Tuition**

\*Source: Basic Facts, U.S. Social Security Administration, June 2018

# Long Term Disability Insurance

## What Your Benefit Provides

This is the amount per month you would receive if you were to experience a qualifying disability. Eligible earnings are your monthly insured predisability earnings, as defined by the group policy. Your monthly benefit will be reduced by deductible income. Please see the Important Details section for a list of deductible income sources.

## Basic coverage provided by your employer at no cost to you

60 percent of the first \$667 of your of predisability earnings, up to a maximum benefit payment of \$400 per month.

Plan minimum per month: \$100 or 10 percent of the Long Term Disability insurance benefit.

**You may be insured under either Basic Insurance or Supplemental Insurance. You will be insured under Basic Insurance unless you are insured under Supplemental Insurance. Your Employer will pay for the first \$667 of Predisability Earnings under the Supplemental plan. If you cease paying premiums for Supplemental Insurance, you automatically will be insured under Basic Insurance.**

## Supplemental coverage you can purchase, paid for by you

60 percent of the first \$16,667 of your predisability earnings, up to a maximum benefit payment of \$10,000 per month.

Plan minimum per month: \$100 or 10 percent of the Long Term Disability insurance benefit.

## When Your Benefits Begin

If you experience a qualifying disability, your benefit waiting period is the length of time you must be continuously disabled before you can begin receiving your monthly benefit.

The longer of:

- a) 90 days
- b) The period of sick leave (excluding shared leave) for which you are eligible under the Employer's sick leave, paid time off (PTO), or other salaried continuation plan (excluding vacation leave); and/or
- c) The end of Washington Paid Family and Medical Leave Law for which you are receiving benefits.

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- a) 90 days
- b) The period of sick leave (excluding shared leave) for which you are eligible under the Employer's sick leave, paid time off (PTO), or other salaried continuation plan (excluding vacation leave); and/or
- c) The end of Washington Paid Family and Medical Leave Law for which you are receiving benefits.

## How Long Your Benefits Last

This is the maximum length of time you could be eligible to receive disability benefits for a continuous disability.

Depending on your age at the time of disability, your benefits are subject to the Maximum Benefit Period. Refer to the table in the Important Details section on page 5.

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See the Important Details section for more information, including requirements, exclusions, limitations and definitions.

# Additional Features

**Help With Returning To Work** This plan provides incentives to help you get back to work. For instance, you'll get help paying for some of the expenses associated with participating in an approved rehabilitation plan.

**Expense Benefit**

If a worksite modification would enable you to return to work, the coverage can help your employer make approved modifications.

**Rehabilitation Incentive Benefit**

You may also be eligible to receive an additional benefit of 10 percent of your predisability earnings for participating in an approved rehabilitation plan, subject to the plan maximum.

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**Survivors Benefit** If you die while receiving benefits, your survivor may be eligible to receive a one-time additional payment.

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# Rates



## As You Consider Whether To Apply For Supplemental Long Term Disability Insurance, Evaluate What Makes Sense For You.

Getting by without a paycheck isn't easy, especially for an extended period of time. Make sure you have enough financial protection to help you with housing costs, utilities and other bills.

Your employer provides a basic level of disability insurance for all eligible subscribers. Will that be enough for you? Think about your ongoing expenses and how much income you'll need to replace. You have the option to enroll in supplemental disability insurance that will replace more of your income.

For help figuring out your insurance needs, use our online calculator at [standard.com/disability/needs](https://standard.com/disability/needs).



## How Much Your Coverage Costs

Your Basic Long Term Disability Insurance is paid for by your employer, and costs you nothing. If you choose to purchase Supplemental coverage, you'll have access to competitive group rates that may be more affordable than those available through individual insurance. You'll also have the convenience of having your premium deducted directly from your paycheck.

Your premium cost for Supplemental Long Term Disability Insurance depends on your age and percent of your insured monthly earnings.

**To estimate your monthly premium, use the calculator below.**

## Use This Formula To Calculate Your Premium For Your Supplemental Coverage:

x

Enter your monthly earnings (cannot be more than \$16,667)

Enter your rate from the rate table.

This amount is an estimate of how much you'd pay each month.

Your Age (as of January 1st each year)	Age-Banded Rate
<30	0.0014
30–34	0.0019
35–39	0.0029
40–44	0.0041
45–49	0.0056
50–54	0.0077
55–59	0.0093
60–64	0.0096
65+	0.0098

\*Insured Earnings means:

- For ninthly premium payment, 12 times the first \$16,667 of each insured Member's insured Predisability Earnings, divided by 9.
- For tenthly premium payment, 12 times the first \$16,667 of each insured Member's insured Predisability Earnings, divided by 10.
- For monthly premium payment, the first \$16,667 of each Member's insured Predisability Earnings.

## Important Details

### Eligibility Requirements

You are eligible for SEBB benefits if you are:

- An employee of an Employer who is eligible for the employer contribution toward SEBB benefits;
- Actively At Work; and
- A citizen or resident of the United States or Canada.

A school employee is eligible if:

- The Employer anticipates the employee will work 630 hours in the current school year;
- The employee actually works 630 hours in the current school year;
- The employee is not anticipated to work 630 hours in the current school year because of when the employee was hired, but is anticipated to work at least 630 hours in the next school year, and established eligibility for the employer contribution toward SEBB benefits as follows:
  - a. A 9- to 10-month employee anticipated to be compensated for at least 17.5 hours a week in six of the last eight weeks counting backwards from the week that contains the last day of school year; or
  - b. A 12-month employee anticipated to be compensated for at least 17.5 hours a week in six of the last eight weeks counting backwards from the week that contains August 31.
- The employee is anticipated to work 630 hours in the current school year based on stacking of hours within one Employer;
- The employee actually works work 630 hours in the current school year based on stacking of hours within one Employer;

You are not eligible for SEBB Benefits if you are a full-time member of the armed forces of any country, a leased employee, or an independent contractor

### Employee Coverage Effective Date

You will become insured on one of the following dates:

(i) If the school employee's first day of work is on or after September 1 but not later than the first day of school for the current school year as established by the SEBB organization, they are eligible for the employer contribution on the first day of work; or

(ii) If the school employee's first day of work is at any other time during the school year, they are eligible for the employer contribution on that day.

If you are not actively at work on the day before the scheduled effective date of insurance, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee.

Beginning January 1, 2021, all late applications (applying 31 days after becoming eligible) will be subject to medical underwriting approval. Please contact your payroll or benefits office for more information regarding the requirements that must be satisfied for your insurance to become effective.

### Definition of Disability

For the benefit waiting period and the first 24 months that Long Term Disability benefits are payable, you will be considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder:

- You are unable to perform with reasonable continuity the material duties of your own occupation,
- You are Partially Disabled if you are working in your Own Occupation, but as a result of Sickness, Injury or Pregnancy, you are unable to earn more than the Own Occupation Income Level (80% of Indexed Predisability Earnings).

You are not considered disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.

During the Any Occupation Period,

- After the own occupation period of disability, you will be considered disabled if, as a result of a physical disease, injury, pregnancy or mental disorder, you are unable to perform with reasonable continuity the material duties of any occupation.
- You are Partially Disabled if you are working in an occupation but, as a result of sickness, injury or pregnancy, you are unable to earn more than the Any Occupation Income Level (60% of Indexed Predisability Earnings) in that occupation and in all other occupations for which you are reasonably suited under the Any Occupation Definition of Disability.

### Maximum Benefit Period

If you become disabled at age 61 or earlier, Long Term Disability Insurance benefits may continue to age 65 or to Social Security Normal Retirement Age (SSNRA) or 42 months, whichever is longest. If you become disabled at age 62 or older, the benefit duration is determined by the age when disability begins:

Age	Maximum Benefit Period
61 or younger	To age 65, or to SSNRA, or 3 years 6 months, whichever is longest.
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 or older	1 year

Social Security Normal Retirement Age (SSNRA) means your normal retirement age under the Federal Social Security Act, as amended.

### Exclusions

Subject to state variations, you are not covered for a disability caused or contributed to by any of the following:

- Your committing or attempting to commit an assault or felony, or your active participation in a violent disorder or riot
- An intentionally self-inflicted injury, while sane or insane
- War or any act of war (declared or undeclared, and any substantial armed conflict between organized forces of a military nature)
- The loss of your professional or occupational license or certification
- A preexisting condition or the medical or surgical treatment of a preexisting condition unless on the date you become disabled, you have been continuously insured under Basic or Supplemental Insurance for the exclusion period and you have been actively at work for at least one full day after the end of the exclusion period

### Preexisting Condition Provision

A preexisting condition is a mental or physical condition whether or not diagnosed or misdiagnosed during the 90-day period just before your Basic or Supplemental Insurance becomes effective:

- For which you have consulted a physician or other licensed medical professional; received medical treatment, services or advice; undergone diagnostic procedures, including self-administered procedures; or taken prescribed drugs or medications
- Which, as a result of any medical examination, including routine examination, was discovered or suspected

Exclusion Period: 12 months

### Limitations

Long Term Disability Insurance benefits are not payable for any period when you are:

- Not under the ongoing care of a physician in the appropriate specialty, as determined by The Standard
- Not participating in good faith in a plan, program or course of medical treatment or vocational training or education approved by The Standard, unless your disability prevents you from participating
- Confined for any reason in a penal or correctional institution
- Able to work during the own occupation or any occupation periods and earn at least 20 percent of your indexed predisability earnings, but you elect not to work.

In addition, the length of time you can receive Long Term Disability Insurance payments will be limited if:

- You reside outside of the United States or Canada
- Your disability is caused or contributed to by mental disorders.

### When Your Benefits End

Your Long Term Disability Insurance benefits end automatically on the date any of the following occur:

- You are no longer disabled
- Your maximum benefit period ends
- Benefits become payable under any other disability insurance plan under which you become insured through employment during a period of temporary recovery
- You fail to provide proof of continued disability and entitlement to benefits
- You pass away

## Deductible Income

Your benefits will be reduced if you have deductible income, which is income you receive or are eligible to receive while receiving Long Term Disability Insurance benefits. [Deductible income](#) includes:

- Sick pay, shared leave, annual or personal leave pay, severance pay, or other salary continuation, including donated amounts (but not vacation pay) eligible to be paid to you by your Employer
- Benefits under any workers' compensation law or similar law
- Amounts under unemployment compensation law
- Social Security disability or retirement benefits,
- Amounts because of your disability from any other group insurance
- Any disability or retirement benefits you receive under your Employer's retirement plan, including a public employee retirement system, a state teacher retirement system, a school employee retirement system, and a plan arranged and maintained by a union or employee association for the benefit of its members.

You are not required to apply for disability or early retirement benefits under your Employer's retirement plan if the receipt of such benefit would reduce the benefit you would be eligible to receive at normal retirement age. However, disability or early retirement benefits you do receive will be Deductible Income.

If the receipt of such benefit would not reduce the benefit you would be eligible to receive at normal retirement age, then disability or early retirement benefits you receive or are eligible to receive will be Deductible Income.

- Benefits under any state disability income benefits law or similar law
- Earnings from work activity while you are disabled, plus the earnings you could receive if you work as much as your disability allows
- Earnings or compensation included in your predisability earnings which you receive or are eligible to receive while Long Term Disability Insurance benefits are payable
- Amounts due from or on behalf of a third party because of your disability, whether by judgment, settlement or other method
- Any amount you receive by compromise, settlement or other method as a result of a claim for any of the above

**Note:** If you are insured under both SEBB and PEBB Program's, please contact your payroll or benefits office for assistance for additional information regarding Deductible Income.

## When Your Insurance Ends

Your insurance ends automatically when any of the following occur:

- The date the last period ends for which a premium was paid
- The last day of the calendar month in which your employment terminates
- The date the group policy terminates
- The date you cease to meet the eligibility requirements (insurance may continue for limited periods under certain circumstances)
- The date your employer ends participation in the group policy

## Group Insurance Certificate

If coverage becomes effective and you become insured, you will receive a group insurance certificate containing a detailed description of the insurance coverage, including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. The information present in this summary does not modify the group policy, certificate or the insurance coverage in any way.



For more than 100 years, we have been dedicated to our core purpose: to help people achieve financial well-being and peace of mind. Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group employee benefits. To learn more about products from The Standard, visit us at [standard.com](http://standard.com).

The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of Portland, Oregon, in all states except New York. Product features and availability vary by state and are solely the responsibility of Standard Insurance Company.

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