

Benefit Bite #5 Disability 2020/21 Plan Year

Keep your life, and your bills, on track while you recover from an illness or injury for months or more.

Disability insurance helps you cover everyday expenses (such as mortgage/rent, utilities, childcare, or groceries) by providing a cash benefit if you are unable to work due to a covered disabling injury or illness (e.g., a back injury, recovery from surgery, or even maternity leave).

There are two things you will select when enrolling for Disability:

1. Elimination Period (waiting period) - This is the amount of time you will be out before the plan will begin to pay you. The shorter the elimination period the more expensive your premium will be. There are six options to choose from:

- A. 0/7 Days
- B. 14 Days
- C. 30 Days
- D. 60 Days
- E. 90 Days
- F. 180 Days

The first three options have a Hospital Clause, which means if you are hospitalized in-patient for 24 hours, or more, the plan will begin to pay you from the very first day.

2. Monthly benefit amount- This amount determines how much they will pay you while you are out. The amount you chose can be anywhere from \$200 up to a maximum of 66.67% of your monthly earnings. When you enroll online, the system will show you the minimum as well as maximum based on your salary.

Coverage amounts: Choose the benefit amounts that best meet your needs and your budget. Keep in mind that if you choose the 180-Day elimination period you would have to be out approximately 6 months before you receive a payment. Unless you have enough leave days to cover 6 months, you could go without pay. Better to ask questions and get understanding than to choose something of no benefit to you.

Receive benefits after your claim is approved, for as long as you are still unable to work due to a covered disability, provided you are still eligible to receive benefits.

- If your covered disability occurs prior to age 60, benefits are paid for 5 years or until you reach age 65.
- If your covered disability occurs between ages 60-64, benefits are paid until age 70.
- If your covered disability occurs at age 65 or over, benefits are paid for one year or to age 70, whichever is later.

Stay Healthy and stay informed!