

# Supplemental LTD



## One-time enrollment opportunity Frequently Asked Questions (Employees)

### Why should I enroll during this one-time enrollment opportunity?

From October 26 through November 23, 2020, eligible school employees have a one-time opportunity to enroll and purchase supplemental LTD insurance during the SEBB Program annual open enrollment. Here are the advantages of enrolling in supplemental LTD during this one-time opportunity:

- **Online enrollment via SEBB My Account.** Normally, you would have to use a paper form to enroll in supplemental LTD outside of the usual 31-day enrollment period.
- **No evidence of insurability.** Proof of good health is not required during the 2020 plan year when enrolling in SEBB supplemental LTD coverage for the first time.
- **Pre-existing condition coverage.** Coverage for pre-existing conditions will be provided under the Continuity of Coverage provision for employees who had prior LTD coverage through December 31, 2019.

Supplemental LTD coverage elected during the 2020 annual open enrollment period will be effective January 1, 2021. If you haven't enrolled in supplemental LTD yet, now is a great time to consider enrolling in this important benefit.

### How do I enroll?

Log in to **SEBB My Account** and enroll in supplemental LTD in three simple steps:

1. Click the "Supplemental benefits" tab

2. Click the button next to "Begin enrollment in supplemental LTD"
3. Click "Submit"

If you are unable to use SEBB My Account, an **enrollment form** will be available to download and print beginning October 23. You can also request a printed copy from your payroll or benefits office.

### What's the difference between basic and supplemental LTD insurance?

When you enrolled in the SEBB Program, you received basic LTD insurance, which is paid for by your employer at no cost to you. Supplemental LTD insurance is additional coverage that you pay for.

### I already have basic LTD through the SEBB Program. Why would I need more?

Your basic LTD only pays a maximum of \$400 per month. With supplemental LTD, the maximum monthly payment is \$10,000.

### I'm healthy and not at-risk for anything. Do I need supplemental LTD?

Disabilities are more common than you think. Unexpected illness or accidents can happen to anyone, even young, healthy adults. According to the Social Security Administration, one in four 20-year-olds will become disabled sometime during their career. Supplemental LTD will help

you pay for things such as groceries, bills, rent or mortgage, family care, and other living expenses.

## Doesn't the new Paid Family and Medical Leave cover this?

No. The state's new Paid Family and Medical Leave, which went into effect in January 2020, pays a portion of your salary for up to 90 days. Basic and supplemental LTD coverage begin after 90 days.

## When does the benefit pay?

Both the basic and supplemental LTD benefits start after the benefit waiting period, which is the longer of:

- 90 days.
- The period of your existing sick leave, paid time off, or other salaried continuation plan, excluding vacation leave.
- The period you receive Washington's Paid Family and Medical Leave benefits.

You have to be continuously disabled through the benefit waiting period before you begin receiving your monthly LTD benefit. If you are worried about not having an income for the first 90 days, please ask your payroll or benefits office about Washington's Paid Family Medical Leave.

## How much does the benefit pay?

Supplemental LTD pays 60 percent of the first \$16,667 of your monthly salary, minus any deductible income. Examples of deductible income include but are not limited to: salary continuation, sick pay, work earnings, workers compensation earnings, and social security earnings. The maximum monthly payment is \$10,000, depending on your income.

## How long does the benefit continue?

For both basic and supplemental LTD, you continue to receive the benefit through the maximum benefit period, which is based on your age when the disability begins. See the [Maximum benefit period table](#).

## What is considered a disability?

Disability is defined as being unable to perform with reasonable continuity the duties of your own occupation as a result of sickness, injury, or pregnancy during the benefit waiting period and the first 24 months for which long term disability benefits are payable. During this period, you are considered partially disabled if you are working but unable to earn more than 80 percent of your indexed predisability earnings.

After the first 24 months, disability as a result of sickness, injury, or pregnancy means being unable to perform with reasonable continuity the material duties of any gainful occupation for which you are reasonably able through education, training, or experience. During this period, you are considered partially disabled if you are working but unable to earn more than 60 percent of your indexed predisability earnings in that occupation and in all other occupations for which you are reasonably suited.

## What is a pre-existing condition exclusion period?

The pre-existing condition exclusion period is the 12-month period that begins with your effective date of LTD coverage. A pre-existing condition is a mental or physical condition for which you or a reasonable prudent person would have: consulted a physician or other licensed medical professional, received medical treatment, services or advice, undergone diagnostic procedures, or taken prescribed drugs or medications at any time during the 90-

day period just before your LTD insurance becomes effective.

Generally, a pre-existing condition would be excluded for 12 months from the date your LTD insurance became effective. During this one-time enrollment opportunity, the Continuity of Coverage provision will apply for prior LTD coverage you had that ended on December 31, 2019. See the plan's [certificate of coverage](#) for details about the Continuity of Coverage provision.

## Who offers this insurance?

The Standard Insurance Company offers both basic and supplemental long-term disability for the SEBB Program.

## How much does it cost?

Supplemental LTD rates are based on your age. See the [long-term disability premiums](#) webpage.

To find your monthly cost, multiply your monthly earnings (up to \$16,667) times the rate for your age. For example, if your age is between 40 and 44, your rate is 0.0041 per month. If your monthly earnings are \$1,000, you pay \$4.10 per month. See The Standard's [rate calculator](#) to calculate your supplemental LTD premium.

## Can I get LTD coverage for my family?

No. The SEBB Program LTD benefits are only for eligible employees, not dependents.

## How much coverage should I get?

To find out how much supplemental LTD insurance is right for you, check out The Standard's [decision support tool](#) under "Calculate your disability insurance needs."

## Do I have to get a physical exam?

No. You don't need an exam or any proof of good health if you enroll for the first time during the 2020 plan year.

## When does this insurance take effect?

Supplemental LTD coverage elected during the 2020 open enrollment will be effective January 1, 2021.

Visit the [school employee LTD webpage](#) to learn more about this benefit and the enrollment opportunity. Enrollment begins October 26, 2020.