

2022 Long-Term Disability (LTD) changes

FAQ for SEBB employers

Has the evidence of insurability (EOI) form and process changed?

No. Increasing coverage and/or enrolling after previously declining employee-paid LTD will require evidence of insurability. You will process LTD enrollment forms and send the EOI forms to Standard for approval as usual.

Evidence of insurability is not required for employees who wish to reduce or decline their employee-paid LTD plan for 2022. If they later choose to increase their coverage level or enroll, they will have to provide evidence of insurability.

Where is the 2022 LTD form available and when must employees use it?

School employees can reduce or decline their employee-paid LTD plan for 2022 online, using [SEBB My Account](#), at any time. School employees must submit a *Long Term Disability Enrollment and Change* form to their payroll or benefits office if evidence of insurance is required, i.e., when they increase or enroll in coverage after they've reduced or declined it. The form is available on the [Long-term disability insurance webpage](#), in the back of the *2022 School Employee Enrollment Guide*, and on the Benefits Administrator (BA) website under [Forms and Publications](#).

Is the 2021 LTD form still available?

A link to the *2021 Long Term Disability Insurance Enrollment and Change* form is available on HCA's [Long-term disability insurance webpage](#) and on the BA website under [Forms and Publications](#) until March 1, as well as in the back of the *2021 School Employee Enrollment Guide*.

Has the claims process changed in terms of how the employer interacts with Standard?

No, nothing is changing. See [FAQs about filing an LTD claim](#).

If a school employee wants to appeal their enrollment in employee-paid LTD, do they appeal with the employer or with the SEBB Program?

They need to appeal through the employer. The employer, not the SEBB Program, makes a determination, which the subscriber may wish to appeal. An employee can appeal if there was an error on the part of the employer or HCA. They need to follow the usual appeal process as described on the [SEBB Appeals webpage](#).

Please keep in mind that school employees may reduce or decline LTD coverage at any time, effective the first of the following month. School employees cannot be reimbursed because they missed the December 31 deadline to reduce or decline coverage. However, if your payroll deadline was before December 31, you should reimburse employees who reduced or declined their coverage between the payroll deadline and December 31.

Will the rates and ratios of the 60-percent and 50-percent coverage levels stay as they are?

The 50-percent rate is priced for the lower income replacement and monthly maximum associated with that plan. The rates and ratios could change in the future based on claims experience.

Has the rate for the employer-paid benefit changed?

No, the rate for the employer-paid benefit is the same.

What is the difference between the SEBB Program's LTD benefit and the state's new long-term care benefit?

There has been some confusion about the difference between the SEBB Program's LTD insurance and the state's long-term care (LTC) insurance (referred to as the [WA Cares Fund](#)) passed by the Washington State Legislature in 2019.

- LTD: SEBB's long-term disability benefit replaces a portion of a school employee's income lost due to accident, illness, or pregnancy. On paystubs, this will likely be under the heading "Employee Deductions," along with health care premiums. School employees can decline employee-paid LTD insurance at any time, with the change effective the first of the month following the date the employer receives the cancellation.
- LTC: Washington State's long-term care helps pay for caregiving when school employees need assistance with activities of daily living, such as a nursing facility. This program is currently under review by the Legislature and may change. If employees come to you with questions about LTC, please refer them to the [WA Cares Fund](#) website for more information. Standard and the SEBB Program are not able to assist with questions related to the state's LTC insurance.

Why is the SEBB maximum employer-paid benefit \$400 and PEBB is only \$240?

The PEBB employer-paid benefit has been in place for several decades. The SEBB employer-paid benefit was contracted in 2019 based on the current market at that time. In addition, the employer-paid benefits are based on the risk profiles of the separate and different populations. \$2.10 buys more benefit for the SEBB population, as they have a lower insurance risk than the PEBB population.

Can we (the employer) offer a short-term disability benefit to our employees?

No. The SEB Board has sole authority to offer disability benefits through the SEBB Program, which includes short- and long-term disability. As such, SEBB employers are not permitted to offer any disability products to their employees.

Can we (the employer) pay the LTD premium for our employees?

No. WAC 182-30-040(1)(b) requires the employee to pay for supplemental coverages.

Do we contact Standard or HCA when we have questions?

Eligibility and enrollment questions should be directed to the HCA Outreach & Training team through [HCA Support](#). Call Standard at 1-833-229-4177 with any LTD benefits or claims questions.

When do employers need to have employee enrollments keyed?

Employers have through the lower limit date to enter enrollment into the insurance system. However, enrollment entered prior to the January billing will ensure a correct January billing file.

How were school employees made aware of these changes?

- School employees received the *Intercom* newsletter on October 12, which included an article about the change and explains employees' options.
- School employees who did not have supplemental LTD also received a [brochure](#) in the mail from HCA on October 15 that detailed the changes.
- The HCA website had information on the open enrollment, [virtual benefits fair](#), and [LTD webpages](#).
- A video produced by Standard is available on the [virtual benefits fair webpage](#).
- Standard hosted three live webinars for school employees. See the [virtual benefits fair page](#) for dates.
- Standard has a [website](#) devoted to the new plan, as well as a [premium calculator](#).

- You received a forwardable email in November with links to [FAQs](#) and a [fact sheet](#) for school employees.
- A [Facebook Live event](#) outlined the SEBB OE changes on November 16.

How do we manage the billing process?

An updated [SEBB LTD Administration Manual](#) is posted on the BA website. Please review it in its entirety, with special attention to Employee-paid LTD insurance Billing Administration, beginning on page 14.