

N . Y . S . C . O . P . B . A .

New York State Correctional Officers & Police Benevolent Association, Inc.



New Member

**OPEN
ENROLLMENT**
packet

Exclusively for

NYSCOPBA Members and Dependents

**Member and Dependent Life Insurance
Accidental Death and Dismemberment Insurance
Disability Insurance**

No Medical Questions

Convenience of Payroll Deduction

NYSCOPBA's OPTIONAL TERM LIFE INSURANCE PROGRAM

Why Purchase Term Life Insurance

If someone depends on you for financial support, chances are you need life insurance. If you were gone tomorrow, how much money would your family need to replace your income? How much would it cost to pay your mortgage and other debts? How much would your children need to afford future financial costs like college? Term life insurance is a good choice because you can get the most coverage for every penny spent.

Eligibility

All applicants must be active full time Members (working 20 hours or more per week) in good standing with NYSCOPBA.

Please note: A Member who is also the spouse/domestic partner of a Member can elect coverage as a Member or spouse/domestic partner but not both.

Domestic Partner

A "Domestic Partner" is an individual with whom you execute a domestic partner affidavit to establish eligibility. We use the same criteria currently used by the State of New York to qualify a domestic partner for health insurance benefits. You will have to show that you and your partner have been residing together for at least six months and you will need to provide documentation of financial interdependence such as a joint bank account, credit card, joint ownership of residence, or mutually granted durable power of attorney.

Guarantee Issue Amounts

Newly eligible Members joining NYSCOPBA for the first time may qualify for an Initial Open Enrollment Opportunity. If you apply for coverage within 31 days of membership you will not be required to answer questions about your health up to the follow amounts:

Member:	\$ 400,000
Spouse/Domestic Partner:	\$ 50,000
Child(ren):	\$ 4,000

Plan Limits

Members: May elect up to \$500,000 however; amounts over \$400,000 require a completed Medical History Statement which must be submitted to the insurance carrier for approval.

Spouse/Domestic Partner: May elect up to 100% of the Member amount however; amounts over \$50,000 require a completed Medical History Statement, which must be submitted to the insurance carrier for approval.

Children: You may purchase \$4,000 life insurance for your Children or the child(ren) of your qualified domestic partner. Dependent Children are covered from live birth through age 23, (age 25 if a registered student in full time attendance at an

accredited educational institution), who is dependent upon you for support and maintenance. All of your eligible Children are insured for 53¢ per pay period, regardless of the number of Children you have.

Appointing Beneficiaries

Subject to N.Y. State Law, you may elect anyone you wish as your beneficiary(ies). You will be the beneficiary for all of your dependents. You may request to change your beneficiary(ies) at anytime.

Accelerated Life Benefit Option

Your plan includes an Accelerated Life Benefit Option. Should a doctor certify that you are terminally ill, and not expected to live more than 12 months, you may request up to 75% of your life insurance. The remaining benefit will be paid to your beneficiary upon your death.

Rate Information

The Member and Spouse/Domestic Partner rates are based on the Member's age. Rates are grouped into five-year age bands and both rates will change as the Member's age moves from one band to the next.

Coverage Effective Date

Coverage will take effect the date you apply. For Members who apply outside of the Open Enrollment Period, or Members who provide a Medical History Statement, life insurance will take effect the first day of the calendar month following the date of the insurance carrier's approval.

Reduction in Coverage

When you reach age 65, your coverage will be 65% of your current amount. At age 70, your coverage will be 50% of the amount of coverage you had before you were 65 years of age. Premiums will be adjusted accordingly.

Coverage Continuation

The NYSCOPBA program contains features which allow the Member to continue their term life protection when separated from service. This Portability and/or Conversion feature allows you to continue your insurance without medical underwriting, however, depending on the amount you choose to port or convert, the premium may increase.

Actively at Work

If due to sickness or injury, you are not actively at work during an Open Enrollment period, you will become eligible effective the first day following the date of your return to work. In order to ensure you remain eligible, please contact our office. **1-888-869-8252.**

Family Status Change

You may enroll a spouse/domestic partner or child (subject to the policy limits) without proof of good health, if done within 30 days of marriage, or the birth or adoption of a Child. Call **1-888-869-8252**.

Waiver of Premium

If you become totally disabled, are under the age of 60 and satisfy a 6 month waiting period (premiums must be paid during the waiting period) your term life insurance premiums may be waived and no premiums will be required. Waiver of premium will continue until the date you cease to be totally disabled, fail to respond to a request for proof of continued total disability, return to work or reach age 65. Coverage will terminate at the age of 65 however, you will be given the opportunity to continue coverage through the conversion option.

Accidental Death and Dismemberment Insurance (AD&D)

The AD&D rider is very popular, especially among younger families as a cost effective strategy to maximize your life insurance protection. This coverage may be purchased as a rider with the Optional Term Life Insurance. This rider doubles the amount of the Optional Term Life Insurance benefit in the event of an accidental death. AD&D also pays a specified benefit amount to the insured in the event of a named accidental injury. The percentage of total benefits paid for dismemberment is based upon the type and severity of the injury. AD&D insurance is available to both the Member and their Spouse/Domestic Partner, however, the Member must have the AD&D coverage to elect AD&D coverage for the spouse/domestic partner.

Additional AD&D Benefits Provided:

Air Bag Benefit	Repatriation Benefit
Career Adjustment Benefit	Public Transportation Benefit
Child Care Benefit	Seat Belt Benefit
Higher Education Benefit	

NYSCOPBA'S OPTIONAL TERM LIFE INSURANCE Bi-Weekly Premiums

Note: No medical questions for amounts that do not exceed:

Member: \$400,000
Spouse/Domestic Partner: \$ 50,000

Shaded amounts represent the total cost for Life Insurance **INCLUDING** the Accidental Death & Dismemberment (AD&D) rider.
Purchasing the AD&D rider doubles the selected amount of life insurance in the event of an accidental death.

MEMBER and SPOUSE/DOMESTIC PARTNER PREMIUMS

Member's Age	\$25,000	\$50,000	\$100,000	\$150,000	\$200,000	\$250,000	\$300,000	\$350,000	\$400,000	\$450,000	\$500,000
under 30	\$1.12	\$2.24	\$4.49	\$6.73	\$8.97	\$11.21	\$13.46	\$15.70	\$17.94	\$20.18	\$22.43
w/AD&D	\$1.82	\$3.63	\$7.27	\$10.90	\$14.53	\$18.16	\$21.80	\$25.43	\$29.06	\$32.69	\$36.33
30-34	\$1.42	\$2.85	\$5.69	\$8.54	\$11.39	\$14.23	\$17.08	\$19.92	\$22.77	\$25.62	\$28.46
w/AD&D	\$2.12	\$4.24	\$8.47	\$12.71	\$16.95	\$21.18	\$25.42	\$29.65	\$33.89	\$38.13	\$42.36
35-39	\$1.73	\$3.47	\$6.93	\$10.40	\$13.87	\$17.34	\$20.80	\$24.27	\$27.74	\$31.21	\$34.67
w/AD&D	\$2.43	\$4.86	\$9.71	\$14.57	\$19.43	\$24.29	\$29.14	\$34.00	\$38.86	\$43.72	\$48.57
40-44	\$2.53	\$5.06	\$10.12	\$15.18	\$20.24	\$25.30	\$30.36	\$35.42	\$40.48	\$45.54	\$50.60
w/AD&D	\$3.23	\$6.45	\$12.90	\$19.35	\$25.80	\$32.25	\$38.70	\$45.15	\$51.60	\$58.05	\$64.50
45-49	\$3.82	\$7.63	\$15.26	\$22.89	\$30.52	\$38.15	\$45.78	\$53.41	\$61.04	\$68.67	\$76.30
w/AD&D	\$4.51	\$9.02	\$18.04	\$27.06	\$36.08	\$45.10	\$54.12	\$63.14	\$72.16	\$81.18	\$90.20
50-54	\$7.77	\$15.53	\$31.06	\$46.59	\$62.12	\$77.65	\$93.18	\$108.72	\$124.25	\$139.78	\$155.31
w/AD&D	\$8.46	\$16.92	\$33.84	\$50.76	\$67.68	\$84.60	\$101.52	\$118.45	\$135.37	\$152.29	\$169.21
55-59	\$11.76	\$23.52	\$47.05	\$70.57	\$94.09	\$117.62	\$141.14	\$164.66	\$188.19	\$211.71	\$235.23
w/AD&D	\$12.46	\$24.91	\$49.83	\$74.74	\$99.65	\$124.57	\$149.48	\$174.39	\$199.31	\$224.22	\$249.13
60-64	\$18.48	\$36.96	\$73.92	\$110.88	\$147.84	\$184.81	\$221.77	\$258.73	\$295.69	\$332.65	\$369.61
w/AD&D	\$19.18	\$38.35	\$76.70	\$115.05	\$153.40	\$191.76	\$230.11	\$268.46	\$306.81	\$345.16	\$383.51
65-69	\$23.88	\$47.76	\$95.52	\$143.28	\$191.04	\$238.80	\$286.56	\$334.32	\$382.08	\$429.84	\$477.60
w/AD&D	\$24.57	\$49.15	\$98.30	\$147.45	\$196.60	\$245.75	\$294.90	\$344.05	\$393.20	\$442.35	\$491.50

CHILDREN

BENEFIT \$4,000
COST \$0.53

*Note: This cost includes all your children

NYSCOPBA's OPTIONAL DISABILITY INSURANCE PROGRAM

What is Optional Disability Insurance?

Optional Disability Insurance protects against the risk of a loss of income due to a covered disability. The plan provides benefit payments if you become unable to work due to an injury or illness that occurs on or off-the-job (24/7 protection).

Why purchase Disability Insurance?

One-third of American workers are likely to be disabled for an extended period. According to the Department of Housing and Urban Development, illness is a major factor in home foreclosures. Disability insurance provides partial income replacement so that if someone becomes disabled, they will not have to dive into savings, sell a home or radically change how they live. The benefit levels available have been specially designed for NYSCOPBA Members to fill the gaps in benefits not available through your employment with the State of New York should you become disabled on or off-the-job.

Guarantee Issue Amount

During the Open Enrollment period, new participants may elect either a 30, 60 or 180 day waiting period up to a \$2,000 monthly benefit with a 2 or 5 year benefit period.

Definition of Disability

During the first 24 months you are 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 and you suffer a loss of at least 20% in earnings when working in your own occupation. After 24 months of disability and up to the expiration of the benefit period selected, you will be considered disabled if you are unable to perform the material duties of any occupation that is reasonably suitable based on your education, experience, and age. At the end of the selected benefit period, the plan will continue to provide benefits if you are disabled and unable to perform 2 of 6 activities of daily living (i.e. bathing, continence, dressing, eating, toileting, and transferring) or you require substantial supervision for your health or safety due to severe cognitive impairments as a result of physical disease or injury. Benefits for disabilities primarily caused by a mental or psychiatric condition, alcohol or drug abuse are limited to a combined maximum of 24 months for all periods of disabilities for all these conditions.

Are my benefits taxable?

Your benefit payments will be tax free.

How are my benefits calculated if I am hurt on the job?

While collecting either Workers' Compensation or benefits under section 14.9 of NYSCOPBA's bargaining agreement, your disability insurance payments will supplement your income including lost overtime and pre-shift earnings up to 100% of your pre-disability earnings. If after 6 months, you remain out on disability, New York State will ask you to use any accrued time available. During this period, your accruals will not be used to reduce your monthly insurance benefit. Once accrued time is exhausted and you are placed on half pay, your disability payments may be modified so your total disability payments from all sources do not exceed 100% of your pre-disability earnings during the first year. From 12 months through the end of your selected benefit period your disability payment will be modified not to exceed 70% of your pre-tax pre-disability earnings (after tax) from all sources. If after your selected benefit period has expired, you are unable to perform 2 of the 6 activities of daily living and qualify, your benefit may continue for your lifetime.

If I have a pre-existing condition will I be covered?

For plans with a 30 or 60-day waiting period, benefit payments will not exceed 4 weeks if the disability is caused or contributed to by a pre-existing condition or the medical or surgical treatment pre-existing condition. After the 4 weeks of benefit payments or plans with a 180-day waiting period, no benefit payments will be payable for the longer of: 365-days or continuously insured under the group policy for a period of 12 months if the disability is caused or contributed to by a pre-existing condition or the medical or surgical treatment of a pre-existing condition unless, on the date the Member becomes disabled they: have been continuously insured under the group policy for a period of 12 months and have been actively at work for at least 1 full day at the end of that 12 months period. A pre-existing condition is a mental or physical condition (whether diagnosed or misdiagnosed) that occurs any time during the 90-days prior the effective date of coverage for which the Member has (or a reasonably prudent person would 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 was suspected as a result of any routine or other medical examination.

What is not covered?

Disability benefits are not payable for any disability caused by:

- War or any act of war (including service in the armed forces).
- Committing a felony.
- Riot or civil disorder unrelated to your employment.
- Intentionally injuring yourself or attempting suicide while sane or insane.
- Driving an automobile while intoxicated.

No benefits are payable for any period during which you are confined to a correctional facility, if convicted of a crime, or you are not under the care of a doctor, or your loss of earnings is not solely due to disability. In addition, benefits for disabilities caused by mental/nervous conditions or alcohol and drug abuse are limited to a lifetime maximum of 24 months for all such disabilities.

Will I have to pay premiums while I am on disability?

Once you start receiving disability payments, premiums will be waived until disability payments cease.

Will disability payments from other sources reduce my benefit?

This disability program has been specifically designed to provide a benefit that when combined with all other income would bring a disabled Member back or close to their pre-disability earnings (after tax). Other income includes monies received from all sources (i.e., social security payments, workers compensation, etc.). Note: Sick and vacation pay will not be considered other income.

If I become disabled, how soon will my benefits begin?

You may select a 30, 60, or 180-day waiting period. After this period has elapsed, benefits may be paid.

How often will I receive a disability benefit check?

For those that choose less than a 180-day waiting period, disability benefits are paid weekly for the first 52 weeks and on a monthly basis thereafter. For those that choose a 180-day waiting period disability benefits will be paid monthly.

When will my coverage go into effect?

Your coverage will take effect immediately and deductions start within two pay periods after your enrollment form has been received.

When will my coverage end?

Your coverage under this plan will terminate when you cease active work due to retirement, layoff, extended leave of absence, or death; you cease to be an active Member of NYSCOPBA in good standing; you fail to pay the required premiums when due; or the master policy is terminated; whichever occurs first.

How to Design a Benefit Plan that's Right for You

Step 1: Steps to design a Disability Plan that's right for you

FOR WORK RELATED DISABILITIES:

All NYSCOPBA Members: are entitled to Workers Compensation (14.9) benefits up to 6 months at 100% of base salary (not including overtime). After benefits cease, Members with 25+ years of service are entitled to receive a Service Retirement Benefit equal to approximately 50% of their Final Average Salary (FAS) or if disabled on-the-job, a Disability Retirement of 75% of FAS for lifetime.

GAP = 25%-50% of FAS from the end of the Workers Compensation period for life

FOR NON-WORK RELATED DISABILITIES:

All NYSCOPBA Members with 25+ years of service: are entitled to a Service Retirement of 50% of their FAS

GAP = 30-50% of FAS from the time service retirement starts for life

Members with less than 25 years of service: are entitled to use their own accruals (sick, annual and personal).

GAP = 100% of FAS from the exhaustion of all accruals for life

Step 2: Select your Monthly Benefit, Waiting Period and Premium that is right for you*

- Consider your banked accruals and savings.
- Select your Monthly Benefit.
- Select the longest Waiting Period for your situation.
(The longer the Waiting Period the lower your premium cost).

*See application to compare bi-weekly premiums.

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New York State Correctional Officers & Police Benevolent Association, Inc.

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This information is only a brief description of the group Life and Disability Insurance policies sponsored by NYSCOPBA. The controlling provisions will be in the group policy issued by The Standard Life Insurance Company of NY. The group policy contains a detailed description of the limitations, reductions in benefits, exclusions and when The Standard Life Insurance Company of NY and the Union may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for members who become insured according to its terms. For more complete details of coverage, contact Norvest Financial Services, Inc. at 1-888-869-8252 or visit the Norvest web site at www.norvest.net to review the policy.

For Questions Please Call:



1.888.869.8252

www.norvest.net