

# Long-Term Disability Insurance

Long-term disability (LTD) insurance is designed to help protect you from the financial risk of lost earnings due to serious injury or illness. When you enroll in LTD coverage, it pays a percentage of your monthly earnings to you if you become disabled.

LTD insurance is available to PEBB benefits-eligible state and higher-education employees, and employees who work for a K-12 school district, educational service district, or employer group that offers both PEBB medical and dental coverage. **Exceptions:** Optional LTD insurance is not available to seasonal employees who work a season that is less than nine months, or port commissioners.

## What long-term disability insurance does PEBB offer?

LTD coverage has two parts:

1. **Basic LTD Plan** is provided by PEBB as part of your benefits package, at no cost to you.
2. **Optional LTD Plan** is available for you to purchase.

## LTD benefits amounts

The monthly LTD benefit is a percentage of your insured monthly Predisability Earnings, reduced by deductible income (such as work earnings, workers' compensation, sick pay, Social Security, etc.).

The LTD benefit for each plan is shown below:

	Basic LTD	Optional LTD
% of monthly predisability earnings the plan pays	60% of the first \$400	60% of the first \$10,000
Minimum monthly LTD benefit	\$50	\$50
Maximum monthly LTD benefit	\$240	\$6,000

## Waiting period before benefits become payable

**Basic LTD Plan:** 90 days or the period of sick leave (excluding shared leave) for which you are eligible under the employer's sick leave plan, whichever is longer.

**Optional LTD Plan:** 30, 60, 90, 120, 180, 240, 300, or 360 days (depending on your election), or the period of sick leave (excluding shared leave) for which you qualify under the employer's sick leave, whichever is longer.

## What is considered a disability?

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 LTD benefits are payable.

After that, being unable to perform with reasonable continuity the Material Duties of **Any Occupation** for which you are reasonably able through education, training, or experience as a result of sickness, injury, or pregnancy. During this period, you are considered Partially Disabled if you are working, but unable to earn more than 60% of your indexed Predisability Earnings as a result of sickness, injury, or pregnancy.

## Maximum benefit period

For both Basic LTD and Optional LTD coverage, the benefit duration is based on your age when the disability begins.

Age	Maximum benefit period
61 or younger	To age 65, but not less than 42 months
62	42 months
63	36 months
64	30 months
65	24 months
66	21 months
67	18 months
68	15 months
69 or older	12 months

## How much does the Optional Plan cost?

### Payroll deduction as a percentage of Predisability Earnings

Benefit waiting period	Higher-education retirement plan employees	TRS, PERS, and other retirement plan employees
30 days	1.86%	1.47%
60 days	0.95%	0.78%
90 days	0.52%	0.43%
120 days	0.30%	0.26%
180 days	0.23%	0.20%
240 days	0.22%	0.20%
300 days	0.20%	0.18%
360 days	0.20%	0.17%

Multiply your monthly base pay (up to \$10,000) by the percentage shown above for the desired Benefit Waiting period to calculate your Optional LTD monthly premium.

## When can I enroll?

You may enroll in basic and optional LTD coverage **no later than 31 days** after becoming eligible for PEBB benefits (generally your first day of employment).

If you apply for optional LTD coverage **after 31 days**, or decrease the waiting period for optional LTD coverage, you must provide evidence of insurability and your Evidence of Insurability must be approved by Standard Insurance Company before your insurance becomes effective.

## How do I enroll?

**If applying within 31 days of initial eligibility for PEBB benefits**, complete and submit the *Long Term Disability (LTD) Enrollment/Change Form* (found in the back of this booklet) to your employer's personnel, payroll, or benefits office.

**If applying after 31 days**, or decreasing the waiting period for optional LTD coverage, you must also complete the *Long Term Disability (LTD) Evidence of Insurability Form* (found at [www.pebb.hca.wa.gov](http://www.pebb.hca.wa.gov) under *Forms*) and submit it to Standard Insurance Company.

For questions about enrollment, contact your employer's personnel, payroll, or benefits office. If you need additional information, contact Standard Insurance Company at 1-800-368-2860.

PEBB's long-term disability (LTD) insurance coverage is offered through Standard Insurance Company. This is a summary. To see the certificate of coverage or to get forms, you can do one of the following:

- Go to [www.pebb.hca.wa.gov](http://www.pebb.hca.wa.gov), select *Publications* (for the certificate of coverage) or *Forms*.
- Contact your employer's personnel, payroll, or benefits office.