



This information is only a brief description of the group LTD insurance policy sponsored by your employer. The Standard may cancel this group policy or increase premiums at its discretion. The group insurance certificate contains a detailed description of the insurance coverage including the definitions, exclusions, limitations, reductions, when benefits and insurance end, and the terms under which the group policy may be amended and terminated. The controlling provisions will be in the group policy issued by The Standard. Neither the certificate nor this information modifies the group policy or the insurance coverage in any way. For costs and complete details of the coverage, contact your human resources representative or refer to the group insurance certificate.

Standard Insurance Company  
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## Group Long Term Disability Insurance

### Benefits at a Glance for Michigan State University

Group Policy Effective Date **January 1, 2004**

Group Policy # **135233**

Group Long Term Disability (LTD) insurance from Standard Insurance Company provides financial protection for eligible employees by paying a percentage of monthly earnings in the event of a covered disability. The amount of the monthly income benefit payable is based on the amount of the employee's monthly wage base.

### Eligibility

#### Eligible Classes

Class 1 All eligible employees of the tenured faculty, executive-management or Fraternal Order of Police.

Class 2 All eligible employees of the administrative-professional staff; nurses; Local 274 stagehands; non-tenured faculty members; Cooperative Extension agents; resident advisor staff members or supervisors; Clerical Technical Union employees; Clerical Technical Confidential employees; members of Skilled Trades Local 999 or Local 547 Operating Engineers; administrative-professional staff, Clerical Technical Union employees or nurses who are on a flexible appointment.

Class 3 All eligible 4-H program assistants; expanded nutritional aides; Local 1585 Union employees; and non-union/off campus employees.

#### Work Test

All tenured and non-tenured faculty: Not required to meet the work test to be considered a full-time employee under the group policy.

All non-faculty employees who are members of executive-management; the Fraternal Order of Police; administrative-professional staff or nurses who are not on a flexible appointment; Local 274 stagehands; Cooperative Extension agents; resident advisor staff members or supervisors; Clerical Technical Union employees; Clerical Technical Confidential employees; members of Skilled Trades Local 999 or Local 547 Operating Engineers; 4-H program assistants; expanded nutritional aides; Local 1585 Union employees; and non-union/off campus employees: Must work at least 36 hours per week to be considered a full-time employee under the group policy

All non-faculty administrative-professional staff, Clerical Technical Union employees or nurses who are on a flexible appointment: Must work at least 75 percent equivalent of full-time for the position to be considered a full-time employee under the group policy.

## *Group Long Term Disability Insurance*

### **Waiting Period Before Becoming Eligible for Insurance**

For employees in an eligible class on the group policy effective date:

Class 1 None

Class 2 Until the first day of the calendar month coinciding with or next following 12 consecutive full-time equivalent service months in an eligible class

Class 3 Until the first day of the calendar month coinciding with or next following 36 consecutive full-time equivalent service months in an eligible class

For employees who enter an eligible class after the group policy effective date:

Class 1 None

Class 2 Until the first day of the calendar month coinciding with or next following 12 consecutive months of service in an eligible class

Class 3 Until the first day of the calendar month coinciding with or next following 36 consecutive months of service in an eligible class

### ***Benefits***

#### **Monthly Income Benefit**

60 percent of monthly wage base paid by the employer, not to exceed a benefit of \$15,000 a month, less benefits from other sources that apply to the same month (e.g., Social Security, workers' compensation, no-fault insurance, etc.). The monthly income benefit may be adjusted by the Annual Benefit Adjustment.

In no event will the monthly income benefit be less than \$50. If an employee's monthly earnings while disabled are more than 20 percent of the employee's increasing monthly wage base, the monthly income benefit will be adjusted.

#### **Benefits Start**

The first day after the end of the elimination period.

#### **Elimination Period Before Benefits Become Payable**

180 days of continuous disability or any period the employee is eligible to receive payments in each calendar month equal to the full monthly wage base under the employer's sick leave or salary continuation program, whichever is longer.

# Group Long Term Disability Insurance

## Definition of Disability

For the elimination period and for the normal occupation period, being unable due to sickness, bodily injury or pregnancy to perform with reasonable continuity the material duties of the employee's normal occupation.

For the any occupation period, being unable due to sickness, bodily injury or pregnancy to perform with reasonable continuity the material duties of any occupation for which the employee is reasonably qualified by education, training or experience.

After the elimination period, the employee may be disabled if due to the continuation of the same sickness, bodily injury or pregnancy, the employee is unable to earn 80 percent or more of the employee's increasing monthly wage base.

## Benefits Continue

During a term of continuous disability until the following age or time limit:

<i>Age When Disability Starts</i>	<i>Age or Time Limit</i>
Less than 60 . . . . .	.to age 65
60 but less than 65 . . . . .	.4 1/2 years
65 but less than 69 . . . . .	.to age 70
69 or over . . . . .	.1 year

## Other Features

- Rehabilitation Service
- Work Transition Period
- Social Security Disability Assistance
- Eligibility When Rehired