



GROUP VOLUNTARY SHORT TERM DISABILITY INSURANCE

Protect your income if you're out on leave.

Your health insurance helps pay medical bills. Short Term Disability insurance pays you. It can replace part of your paycheck if you can't work due to a qualifying disability.

Disability insurance may help protect your income if you're unable to work.

Short Term Disability insurance may help pay benefits if you become disabled and can't work for a short amount of time.

This coverage replaces a portion of your income when you can't work because of a qualifying disability, including injury, physical disease, pregnancy or mental disorder.

You may receive weekly benefits that replace a specified percentage of your eligible earnings. Benefits begin after the benefit waiting period explained below.

You may also receive help returning to work if you need accommodations.

Even if you're healthy now, it's important to protect yourself and the people who count on your income. **If you can't work, Short Term Disability insurance may help you pay for ongoing expenses:**



Housing Costs



Groceries



Car Insurance



Child Care

Note: The proposed policy would provide group disability income insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York State Insurance Department of Financial Services.

Short Term Disability Insurance

What Your Benefit Provides

This is the maximum benefit amount you'd receive if you experienced a qualifying disability. Eligible earnings are your weekly insured predisability earnings, as defined by the group policy. Your benefit amount will be reduced by deductible income; see the Important Details section for a list of deductible income sources.

You may elect any multiple of \$100, from \$100 to \$2,000, not to exceed 60 percent of your eligible earnings, rounded to the next lower multiple of \$100, if not already a multiple of \$100, up to a maximum benefit of \$2,000 per week.

Plan minimum \$25 per week.

Benefit Waiting Period

If you suffer a qualifying disability, your benefit waiting period is the length of time you must be continuously disabled before you can begin receiving your weekly benefit.

7 work days, or to the end of the accumulated sick leave, whichever is longer, for disability caused by accidental injury, physical disease, pregnancy or mental disorder.

Late Enrollment Penalty

The late enrollment penalty applies if you do not apply for this coverage within 31 days of becoming eligible, or if you elect to increase your amount of Short Term Disability benefit.

60 day Benefit Waiting Period for any qualifying disability caused by physical disease, pregnancy or mental disorder occurring during the first 12 months of coverage.

How Long Your Benefits Last

This is the maximum length of time you could be eligible to receive a weekly disability benefit.

26 weeks

See the Important Details section for more information, including requirements, exclusions, limitations and definitions.

Additional Features

Return to Work Incentive

Your disability benefit will not be reduced by any work earnings you receive until the combined amount of the benefit and your work earnings plus your other deductible income exceeds 100 percent of your pre-disability earnings. See page 5 for a list of deductible income.

Help With Returning To Work

If a worksite modification would enable you to return to work, we may help your employer make approved modifications by covering some or all of the cost.

How Much Your Coverage Costs

Because this insurance is offered through The Research Foundation for the State University of New York, you'll have access to competitive group rates that may be more affordable than those available through individual insurance. You'll also have the convenience of having your premium deducted directly from your paycheck.

How much your premium costs depends on a number of factors, such as your age and your benefit amount.

Use this formula to estimate your biweekly premium payment:

- | | |
|---|------------------|
| 1. Enter your weekly earnings (cannot be more than \$3,334). | Line 1: \$ _____ |
| 2. Multiply (Line 1) by 0.60. | Line 2: \$ _____ |
| 3. Round down (Line 2) to the nearest \$100. | Line 3: \$ _____ |
| The amount on (Line 3) is the highest benefit amount you may elect. | |
| 4. Select the amount of benefit you would like from the list below, up to the amount on Line 3. | |
| <u>Benefit options:</u> | |
| \$100, \$200, \$300, \$400, \$500, \$600, \$700, \$800, \$900, \$1,000, | |
| \$1,100, \$1,200, \$1,300, \$1,400, \$1,500, \$1,600, \$1,700, \$1,800, \$1,900, or \$2,000 | |
| 5. Divide (Line 4) by 10. | Line 4: \$ _____ |
| 6. Rate (see the rate table below). | Line 5: \$ _____ |
| 7. Multiply (Line 5) and (Line 6). | Line 6: \$ _____ |
| The amount on (Line 7) is an estimate of how much you'd pay each month. | |
| 8. To get a sense of your biweekly premium, take the amount on (Line 7), multiply it by 12 months and divide by 26 pay periods. | Line 7: \$ _____ |
| This is your biweekly premium. | |
| | Line 8: \$ _____ |

Your Age (as of Last January 1)	Rate per \$10 of weekly benefit
<25	\$0.096
25-39	\$0.112
40-44	\$0.096
45-49	\$0.104
50-54	\$0.122
55-59	\$0.143
60-64	\$0.156
65+	\$0.169

Not being able to work also means not being able to earn a paycheck.

As you consider Short Term Disability insurance, think about the expenses you would need to cover if you became disabled:

- Housing costs
- Medical bills
- Utilities
- Car insurance
- Groceries
- Child care costs

To estimate your insurance needs, you'll need to consider your unique circumstances. Use our online calculator at standard.com/disability/needs.

Important Details

Here's where you'll find the details about the plan.

Eligibility Requirements

To be eligible for coverage, you must be:

- A regular full-time employee of The Research Foundation for the State University of New York working in the United States with annual earnings of at least \$15,000, and actively at work at least 37.5 hours per week; or
- A regular part-time employee of The Research Foundation for the State University of New York working in the United States with annual earnings of at least \$15,000, and actively at work at least 18.75 hours per week based on a 37.5 hour work week and 20 hours week based on a 40 hour work week

Variable hourly employees, summer, graduate or undergraduate employees, temporary and seasonal employees, full-time members of the armed forces, leased employees and independent contractors are not eligible.

Employee Coverage Effective Date

To become insured, you must:

- Meet the eligibility requirements listed above
- Serve an eligibility waiting period*
- Apply for coverage and agree to pay premium
- Be actively at work (able to perform all normal duties of your job) on the day before the scheduled effective date of insurance

*If you are already a member on the date the group policy is effective, you are eligible on the first day that follows 28 consecutive days as a member. If you become a member after the group policy effective date, you are eligible on the first day that follows 28 consecutive days as a member.

If you are not actively at work on the day before the scheduled effective date of insurance, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee.

All late applications (applying 31 days after becoming eligible), requests for coverage increases and reinstatements are subject to an Extended Benefit Waiting Period. Please contact your human resources representative or plan administrator for more information regarding the requirements that must be satisfied for your insurance to become effective.

Definition of Disability

You will be considered 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 percent in your predisability earnings when working in your own occupation.

You are not considered disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.

Exclusions

You are not covered for a disability caused or contributed to by any of the following:

- Your committing or attempting to commit an assault or felony, or your active participation in a violent disorder or riot
- An intentionally self-inflicted injury, while sane
- War or any act of war (declared or undeclared, and any substantial armed conflict between organized forces of a military nature)
- The loss of your professional or occupational license or certification
- An activity arising out of or in the course of any employment for wage or profit

Limitations

Short Term Disability benefits are not payable for any period when you are:

- Not under the ongoing care of a physician in the appropriate specialty, as determined by The Standard
- Not participating in good faith in a plan, program or course of medical treatment or vocational training or education approved by The Standard, unless your disability prevents you from participating
- Able to work and earn at least 20 percent of your predisability earnings in your own occupation but you elect not to
- Eligible to receive benefits for your disability under a workers' compensation law or similar law

When Your Benefits End

Your Short Term Disability benefits end automatically on the date any of the following occur:

- You are no longer disabled
- Your maximum benefit period ends
- Long term disability benefits become payable to you under a long term disability plan
- Benefits become payable under any other disability insurance plan which you become insured through employment during a period of temporary recovery
- You fail to provide proof of continued disability and entitlement to benefits
- You pass away

Deductible Income

Your benefits will be reduced if you have deductible income, which is income you receive or are eligible to receive while receiving Short Term Disability benefits. Deductible income includes:

- Amounts under any workers' compensation law or similar law
- Amounts under unemployment compensation law
- Amounts because of your disability from any other group insurance
- Any disability or retirement benefits received or you are eligible to receive from your employer's retirement plan
- Amounts under any state disability income benefit law or similar law
- Earnings from work activity while you are disabled, plus the earnings you could receive if you work as much as your disability allows
- Earnings or compensation included in your predisability earnings which you receive or are eligible to receive while Short Term Disability benefits are payable
- Amounts due from or on behalf of a third party because of your disability, whether by judgment, settlement or other method
- Any amount you receive by compromise, settlement or other method as a result of a claim for any of the above

When Your Insurance Ends

Your insurance ends automatically when any of the following occur:

- The date the last period ends for which a premium was paid for your insurance
- The date your employment terminates
- The date the group policy (or your employer's coverage under the group policy) terminates
- The date you cease to meet the eligibility requirements (insurance may continue for limited periods under certain circumstances)

Group Insurance Certificate

If you become insured, you may receive a group insurance certificate containing a detailed description of the insurance coverage, including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. The information presented in this summary does not modify the group policy, certificate or the insurance coverage in any way.



Here at The Standard, we've worked hard to earn our reputation for quality products, superior service and dedication to our customers. We are committed to our core purpose: to help people achieve financial well-being and peace of mind. From our headquarters in White Plains, we offer a range of group employee benefits to serve the needs of employees across the state of New York. To learn more about products from The Standard, contact your human resources department or visit us at **standard.com**.

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