Individual Short Term Disability Insurance
by Unum
Income protection that works when you can’t

Unum’s Individual Short Term Disability insurance (ISTD) can help you replace a portion of your income if you become disabled when you are sick or injured. This coverage provides a monthly benefit to help you continue your income stream while you are unable to work.

Why buy Short Term Disability Insurance?

• Guarantee issue is available up to $3,000 per month for those who previously waived coverage or those currently enrolled wishing to increase.

• A single claim can be used for multiple benefits, when applicable - Critical Illness, Accident, Disability, Life and AD&D – as long as benefit is with Unum.

• Policy is individually owned, so you can keep your coverage if you retire or change jobs.

• Rates are based on age at issue and don’t increase as you age.

• You get the full amount of your benefit because there are no offsets at claim time for Social Security, state compulsory, or CCHMC provided Short Term and Long Term Disability plans. Since the plan does not offset it may provide a higher monthly benefit than is available through CCHMC Long Term Disability(LTD).

• CCHMC Short Term and Long Term Disability provide a taxable benefit. Benefits received under the Unum plan will be tax-free because you pay the premiums.

• Date of disability must be on or after effective date.

Who should elect this plan?

• Employees not eligible for the CCHMC employer-sponsored short term disability plan. (Not eligible until employed for 6 months.)

• Employees looking for additional tax-free disability coverage. Your CCHMC LTD plan is a taxed benefit. The Unum ISTD plan will help supplement and provide tax-free disability benefits.

• The Unum ISTD plan can help cover your expenses before the CCHMC LTD plan begins.

• Those who wish to fill the gap of the employer paid policy since the employer paid policy is decreasing to 65% effective 7/1/2018.

For rates or more information about these benefits go online or Call the engagement team at HORAN M-F between 8am-5pm 1-844-MYHORAN (694-6726)

To calculate your rate or determine the right plan option to meet your needs, go online to your CCHMC benefits enrollment site.
Eligibility

Employees age 17-69 at policy issue and actively at work. On the day the employee applies for coverage, the individual must be working at one of his/her company's business locations; or the individual must be working at a location where he/she is required to represent the company. If applying for coverage on a day that is not a scheduled workday, the employee will be considered actively at work as of his/her last scheduled workday. Employees are not considered actively at work if they are on a leave of absence.

Coverage options/Features

Guarantee issue: No health questions are required for this enrollment only. If you do not wish to enroll during this enrollment, guarantee issue will not be available at subsequent enrollments; therefore health questions will apply. Benefits may be subject to a pre-existing condition provision.

Plan provisions:

• Giving birth within the first 9 months of effective date will be excluded. Complications from pregnancy may be covered as any other sickness.
• Premium is waived after 90 days of total disability or after the elimination
• 12/12 pre-existing condition limitation.

Benefits:

• Covers disabilities due to illness and off-the-job accidents.
• You must be totally disabled as defined in the policy from your own occupation (and not working in any occupation) through the elimination period and remain totally disabled in order to receive the monthly benefit.
• You may purchase monthly benefits of 20% or 35% of your annual earnings with a minimum of $400 per month to a maximum of $3,000 per month.
• This policy coverage provides a Mental Illness benefit equal to 50% of your policy benefit amount due to a disability.
• If you make changes to your coverage or plan type during this enrollment, your rates could change.

YOUR OPTIONS

Plan choices available: You may only elect one option:

• 20% or 35% of your annual earnings. Minimum of $400 per month & a maximum of $3,000 per month.

Elimination period: 14 days (Accident and Sickness). Elimination period is the length of time you must wait before benefits are payable.

Benefit period: 6 months. Benefit period is the length of time benefits are payable for a covered disabling condition.

Once enrolled, your policy will be mailed to you from Unum.