



Voluntary Long Term Disability Insurance

Benefit Highlights

Transport Workers Union of America

<p>What is voluntary long term disability insurance?</p>	<p>Voluntary long term disability insurance pays you a portion of your earnings if you miss time at work because of a disabling illness or injury.</p> <p>This highlight sheet is an overview of your voluntary long term disability insurance. Once a group policy is issued to your employer, a certificate of insurance will be available to explain your coverage in detail.</p>
<p>What is disability?</p>	<p>Disability is defined in The Hartford's contract with your employer. Typically, disability means that you cannot perform one or more of the essential duties of your occupation due to injury, sickness, pregnancy or other medical condition covered by the insurance, and as a result, your current monthly earnings are less than 80% of your pre-disability earnings. Once you have been disabled for 2 years following the elimination period, you must be prevented from performing one or more of the essential duties of any occupation and as a result, your current monthly earnings are less than or equal to 60% of your pre-disability earnings.</p>
<p>Am I eligible?</p>	<p>You are eligible if you are an active member of the Transport Workers Union of America, AFL-CIO who are Employed by American Airlines/Envoy Air and Classified as Payroll Type 1, Payroll Type 2, Payroll Type 3 and Payroll Type 5, Dispatcher's Assistants, Instructors, Technicians, Flight Dispatchers/Flight Simulators, and members employed by Allied Fueling, who work on a regularly scheduled basis at least 30 hours per week if Full-Time or at least 20 hours per week if Part-time.</p>
<p>How much coverage would I have?</p>	<p>Full Time American Airlines/Envoy Air Flight Simulator Instructors and Flight Dispatchers: You may purchase coverage that pays you a non-taxable benefit of 50% of your before-tax monthly earnings or 70% of your basic monthly earnings, less other income sources, to a maximum monthly benefit of \$5,000 per month.</p> <p>All Other Eligible Full Time Members: You may purchase coverage that pays you a non-taxable benefit of 50% of your before-tax monthly earnings or 70% of your basic monthly earnings, less other income sources, to a maximum monthly benefit of \$6,000 per month.</p> <p>Part Time Members: You may purchase coverage that pays you a non-taxable benefit of 50% of your earnings to a maximum monthly benefit of \$500 per month.</p> <p>In regards to all classes above this plan includes a minimum benefit of the greater of: 10% of the benefit based on monthly income loss before the deduction of other income benefits or \$100 per month. Earnings are defined as in The Hartford's contract with your employer.</p>
<p>When can I enroll?</p>	<p>If you are a new hire, you may enroll during the month of March following your date of hire and newly elected coverage will become effective as of April 1st. Evidence of insurability is not required to enroll. If you did not enroll when you were first eligible, you are considered a late entrant. As a late entrant, you may enroll at any time throughout the plan year. Evidence of insurability is required and must be approved by The Hartford in order for coverage to become effective.</p>
<p>When is it effective?</p>	<p>Coverage goes into effect subject to the terms and conditions of the policy. You must be actively at work with your employer on the day your coverage takes effect.</p>

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How long do I have to wait before I can receive my benefit?	You must be disabled for at least 180 days before you can receive a voluntary long term disability insurance benefit payment.
Can the duration or amount of my benefit be reduced?	Yes. Your benefit duration may be reduced once you reach certain ages as specified in The Hartford's contract with your employer. In addition, as described below within the important details, your monthly long-term benefit may be reduced by other income you receive.
How long will my disability payments continue?	If you become disabled at age 61 or less, benefits may continue for as long as you remain disabled or until the greater of your Social Security normal retirement age or 3.5 years. If your disability occurs at age 62 or above, the number of payments may reduce.

Important Details

The following is an overview of your voluntary long term disability insurance. Once a group policy is issued to your employer, a certificate of insurance will be available to explain your coverage in detail.

Exclusions:

You cannot receive voluntary long term disability insurance benefit payments for disabilities that are caused or contributed to by:

- war or act of war (declared or not)
- the commission of, or attempt to commit a felony
- an intentionally self-inflicted injury
- any case where your being engaged in an illegal occupation was a contributing cause to your disability

You must be under the regular care of a physician to receive benefits.

Mental Illness, Alcoholism and Substance Abuse:

- You can receive benefit payments for long-term disabilities resulting from mental illness, alcoholism and substance abuse for a total of 24 months for all disability periods during your lifetime.
- Any period of time that you are confined in a hospital or other facility licensed to provide medical care for mental illness, alcoholism and substance abuse does not count toward the 24 months lifetime limit.

Pre-existing Conditions:

Your insurance limits the benefits you can receive for pre-existing conditions. In general, if you were diagnosed or received care for a condition before the effective date of your policy, you will be covered for a disability due to that condition only if:

- you have not receive treatment for your condition for the length of time specified in the contract before the effective date of your insurance, or
- you have been insured under this coverage for the length of time specified in the contract prior to your disability commencing, so you can receive benefits even if you're receiving treatment, or
- you have already satisfied the pre-existing condition requirement of your previous insurer.

Your benefit payments will be reduced by other income you receive or are eligible to receive due to your disability, such as:

- Social Security disability insurance (please see next section for exceptions)
- workers' compensation
- other employer-based insurance coverage you may have
- unemployment benefits
- settlements or judgments for income loss
- retirement benefits that your employer fully or partially pays for (such as a pension plan)

Your benefit payments will not be reduced by certain kinds of other income, such as:

- retirement benefits if you were already receiving them before you became disabled
- retirement benefits that are funded by your after-tax contributions
- your personal savings, investments, IRAs or Keoghs
- profit-sharing
- most personal disability policies
- Social Security increases

This benefit highlights sheet is an overview of the voluntary long term disability insurance being offered and is provided for illustrative purposes only and is not a contract. It in no way changes or affects the policy as actually issued. Only the insurance policy issued to the policyholder (your employer) can fully describe all of the provisions, terms, conditions, limitations and exclusions of your insurance coverage. In the event of any difference between the benefit highlights sheet and the insurance policy, the terms of the insurance policy apply.