



Benefits at a Glance for Special District Association of Colorado
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Group Policy # 427299 Effective Date January 1, 2014

Group Short Term Disability Insurance

Group Short Term Disability (STD) insurance from Standard Insurance Company helps provide financial protection for insured members by promising to pay a weekly benefit in the event of a covered disability.

The cost of this insurance is paid by the Participating Employer of the Special District Association.

Eligibility

Definition of a Member

You are a member if you are a regular employee of a participating employer actively working at least 20 hours each week, and a citizen or resident of the United States or Canada. You are not a member if you are a temporary or seasonal employee, a full-time member of the armed forces, a leased employee or an independent contractor.

Eligibility Waiting Period

You are eligible on the later of:

- The effective date of your Employer's participation under the Group Policy; or
- The first day of the calendar month following 30 consecutive days as a Member.

Benefits

Weekly Benefit

66 2/3 percent of the first \$3,365 of weekly predisability earnings as of the date of disability, reduced by deductible income (e.g., work earnings, workers' compensation, state disability, etc.)

Maximum Weekly Benefit

\$2,244

Minimum Weekly Benefit

\$15

Benefit Waiting Period

Your weekly benefit becomes payable the first day you are disabled for disability caused by accidental injury 7 days for disability caused by physical disease, pregnancy or mental disorder.

Definition of Disability

For the benefit waiting period and while the STD benefits are payable, you are considered disabled if you:

- Are unable – as a result of physical disease, injury, pregnancy or mental disorder – to perform with reasonable continuity the material duties of your own occupation; and
- Suffer a loss of at least 20 percent of your predisability earnings when working in your own occupation.

You will no longer be considered disabled when your earnings from any occupation meet or exceed 80 percent of your predisability earnings.

Maximum Benefit Period

180 days for disability caused by accidental injury

173 days for disability caused by physical disease, pregnancy or mental disorder

Other Features and Services

- Reasonable Accommodation Expense Benefit
- Return to Work Incentive
- Return to Work Responsibility
- Temporary Recovery Provision

This information is only a brief description of the group STD insurance policy sponsored by Special District Association of Colorado. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, reductions in benefits, exclusions and when The Standard and Special District Association of Colorado may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for those who become insured according to its terms. For more complete details of coverage, contact your human resources representative.