



# SHORT-TERM DISABILITY INSURANCE

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## WHAT IS IT?

Short-term Disability insurance is designed to help protect your income if you're hurt or sick and can't work. It's:

- A percentage of your income every week.
- A way to help pay the bills.
- The support to help you get back on your feet and back to work safely.
- Affordable group rates with convenient payroll deductions.

## Consider these facts:

- Health insurance only covers medical bills. It won't pay for groceries or monthly living expenses.
- Workers' Compensation kicks in only in the event of a work-related accident or injury.





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## WHY DO I NEED IT?

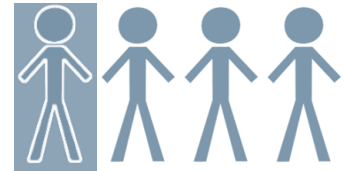
Accidents are not the only cause of a disability, others include:

- Back pain
- Pregnancy
- Heart Disease
- Mental illnesses and more

Whatever the cause, a disability can mean months out of work, without a paycheck.

You could risk getting behind on bills like:

- The rent/mortgage
- Car payments
- Tuition
- Utilities



Just over one in four of today's 20-year-olds will become disabled before they retire.

Social Security Basic Facts 2014. Viewed on 6/17/2015.  
Available at <http://www.ssa.gov/news/press/basicfact.html>





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- STD can provide financial protection in the event that you are unable to work due to an injury or illness (including disability related to pregnancy or childbirth).
- **For qualifying disabilities, STD will replace up to 60% of your pre-disability weekly earnings. The maximum weekly benefit is \$2,000 (combined with other income benefits), payable for up to 26 weeks.**
- Active-at-work and pre-existing condition limitation rules apply.
- STD is separate from CNB sick pay and is paid for by colleagues that enroll. The cost for coverage is based on your weekly salary and age.



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Things to consider:

- Like most disability benefits, STD coordinates with other disability benefits. This means if you qualify for STD and are also eligible to receive other income while disabled (e.g.; CNB sick pay, state disability, social security, worker's compensation) the amount you can receive from these sources are deducted from your STD Benefit.
- If your STD claim is approved by the insurance carrier, benefits begin on the 8<sup>th</sup> calendar day of disability or the day after your CNB sick pay is exhausted, whichever is later.
- The value of STD coverage will vary by colleague, depending on the level of state disability benefits your work state, and on your CNB sick pay balance and salary level.

**In states with little to no SDI benefit or in cases of a new hire that hasn't yet accumulated much CNB sick pay, the STD plan adds more value.**



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## BENEFIT EXAMPLE: BACK TO NORMAL

- Darly suffered from agonizing pain and numbness in her legs. She was diagnosed with a herniated disk and needed to have an operation. Weeks away from her job as a nurse turned into months.
- Without Short-term Disability insurance, she would have had to borrow money from her parents.
- Short-term Disability insurance helped her pay the rent and buy groceries. She even used it to pay for daycare for her son. Short-term Disability insurance took the pressure off so she could get back to normal. And, in time, back to work.



This case illustration is fictitious and for illustrative purposes only.

Disability Form Series includes GBD-1000, GBD-1200, or state equivalent.