Summary of Benefits & Rates - STD

Enroll or questions? Call us at 224-770-5309
www.uniondisability.com

BLET BNSF MRL – Member

Coverage Effective Date: 11/1/2018

Benefits are made available to full-time, actively working members of the BLET.

Short Term Disability

- 24/7 coverage for on & off the job disabilities resulting from illness or injury
- Coverage through Principal is not offset (reduced) by other benefits until 80% of pre-disability earnings are attained.
- Benefits paid by Principal are non-taxable
- Definition of earnings: the greater of prior year's W-2 or three full months of paystubs
- The maximum covered income is $104,000

OPTION A (flat rate benefit):

Weekly Benefit: $400, $500, or $600

Benefit Duration: Pays for up to 50 weeks

Elimination Period: Pays on day 15 for injury and illness

Pre-Existing Conditions: Pre-existing conditions are covered after 12 months on the plan

Total Weekly Benefit	Monthly Premium
$400 ($1,600 Monthly)	$72.00
$500 ($2,000 Monthly)	$89.50
$600 ($2,400 Monthly)	$107.00

OPTION B (60% of income):

Weekly Benefit: Pays a max of 60% of weekly income

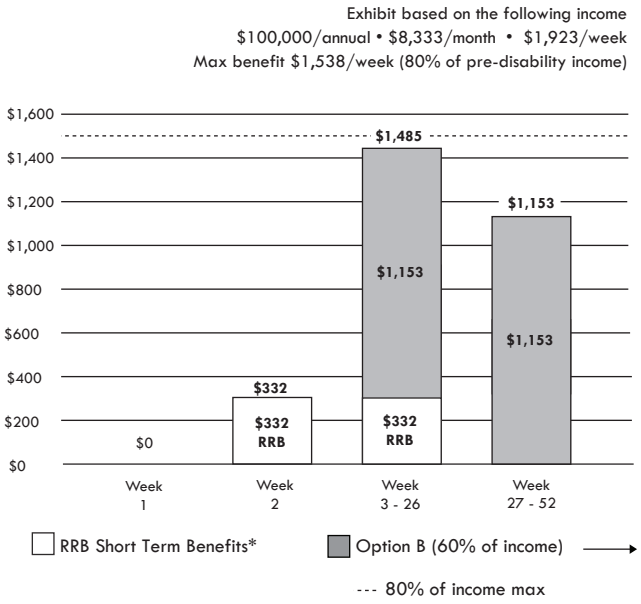
Benefit Duration: Pays for up to 50 weeks

Elimination Period: Pays on day 15 for injury and illness

Pre-Existing Conditions: Pre-existing conditions are covered after 12 months on the plan

Annual Income	Monthly Premium
$60,000	$123.15
$65,000	$133.25
$70,000	$143.35
$75,000	$153.44
$80,000	$163.54
$85,000	$173.63
$90,000	$183.73
$95,000	$193.83
$100,000	$203.92

HOW OUR SHORT TERM DISABILITY POLICIES WORK



IMPORTANT NOTE

This is a summary of Benefits and other limitations may apply. Please contact Cornerstone for more detailed information at 224.770.5309 or info@uniondisability.com

***RRB:** You may or may not be eligible for Railroad Retirement Board (RRB) sickness or disability benefits after 26 weeks. RRB benefit amount is for illustrative purposes only; actual amounts may vary. More information is available by calling an RRB office toll-free at 877-772-5772.

Coverage provided by Principal

Summary of Benefits & Rates - LTD

Enroll or questions? Call us at 224-770-5309
www.uniondisability.com

BLET BNSF MRL – Member

Coverage Effective Date: 11/1/2018

Benefits are made available to full-time, actively working members of the BLET.

Long Term Disability

- 24/7 coverage for on & off the job disabilities resulting from illness or injury
- Pre-Existing Conditions are covered after 24 months or 12 months treatment-free
- Mental health and drug/alcohol abuse will have a 12 month maximum benefit
- Benefits paid by Principal are tax free
- Definition of earnings: the greater of prior year's W-2 or three full months of paystubs

OPTION A (flat rate benefit):

Monthly Benefit: Pays a flat $2,000 per month
Benefit Duration: Pays for up to 5 years
Elimination Period: Pays after 52 weeks - offset at 70% of pre-disability earnings*

Total Monthly Benefit	Monthly Premium
$2,000	$22.40

OPTION B (60% of income):

Monthly Benefit: Pays a max of 60% of monthly income (offset by RRB)
Benefit Duration: Pays for up to 5 years
Elimination Period: Pays after 52 weeks - offset at 60% of pre-disability earnings*

Annual Income	Max Monthly Benefit	Monthly Premium
$70,000	$3,500	$45.75
$75,000	$3,750	$48.88
$80,000	$4,000	$52.00
$85,000	$4,250	$55.13
$90,000	$4,500	$58.25
$95,000	$4,750	$61.38
$100,000	$5,000	$64.50

IMPORTANT NOTE

This is a summary of Benefits and other limitations may apply. Please contact Cornerstone for more detailed information at 224.770.5309 or info@uniondisability.com

***OFFSET EXPLANATION:** Long Term Disability (LTD) benefits are offset (reduced) if the combination of your monthly Railroad Retirement Board payments in combination with your Principal LTD monthly benefits exceed the offset percentage for the benefits you select.

Coverage provided by Principal

Summary of Benefits & Rates - LIFE

Enroll or questions? Call us at 224-770-5309
www.uniondisability.com

BLET BNSF MRL – Member

Coverage Effective Date: 11/1/2018

Benefits are made available to full-time, actively working members of the BLET.

Life and Accidental Death & Dismemberment (AD&D)

- If you are currently enrolled in coverage you can increase your benefit by $10,000
- If you are not currently enrolled in coverage, you are eligible to enroll in $10,000 of coverage
- If you are currently enrolled in spousal life coverage, you can increase that benefit by $5,000
- Member Life coverage includes an equal amount of AD&D if death is caused by an accident
- Accelerated death benefit is available for a life expectancy of 12 months or less
- Life coverage is convertible & portable

Member	
Coverage	Monthly Premium
$10,000	$4.60

Life and AD&D for New Members of the BLET:

(a new member is anyone who joined the BLET on or after 4/1/2018)

You may elect up to $200,000 of member life, $25,000 of spousal life and $15,000 of dependent life coverage.

Member		Spouse		Child(ren)/Dependents	
Coverage	Monthly Premium	Coverage	Monthly Premium	Coverage	Monthly Premium
$200,000	$73.00	$25,000	$9.50	$15,000	$3.00

IMPORTANT NOTE (Applies to all coverages STD, LTD, LIFE):

Please note that coverage is for BLET BNSF MRL members only. If you leave the BLET or retire, you are no longer eligible for coverage and it is your responsibility to contact our office immediately at (847) 387-3555. If you do not contact our office within 30 days of your date of retirement, there will be no refund for any premium paid. It is the responsibility of the member to contact Cornerstone with any status change.

Limitations include: willful self-injury, war, assault, felony and suicide.

The BLET does not make any endorsement or recommendations regarding these benefits. It is solely the members decision to enroll. This program is completely voluntary and benefits can be elected on an a la carte basis.

This is a basic summary of benefits and makes no guarantee or warranty on the processing of claims. It is recommended that each member with coverage obtain a copy and read the entire policy booklet. To obtain a copy of the policy please visit www.uniondisability.com or contact the Cornerstone office at (847) 387-3555 or info@uniondisability.com.

Coverage provided by Principal