

Sent: Fri 5/12/2006
From: HUCTW Info
To: HUCTW Membership
Subject: Important information about new disability coverage

From: Harvard University and HUCTW
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Harvard University, in coordination with HUCTW, is happy to announce the introduction of an important benefit - individual disability insurance to supplement your Harvard long-term disability coverage. Over the past 2-3 weeks, a brochure and invitation to informational sessions regarding this new program were mailed to your home address. This email is a reminder that this coverage should be carefully considered.

The Harvard University long-term disability (LTD) plan, while generous, provides you with 60 percent of your *base* salary while you are disabled, and your benefits are taxable. With the new insurance plan, you can purchase additional coverage - at discounted group rates - to replace more of your Harvard income, ensuring better replacement of your income for you and your family if you were unable to work. The policy belongs to you, and remains yours even if you leave Harvard.

Those who sign up during the enrollment period in June 2006 will not have to take a medical exam, and benefits under the new plan are tax-free. While not for everyone, individual disability insurance can be an important part of a secure financial plan and those eligible are urged to learn more about coverage. Information about this plan was mailed to your home last month and you will receive a detailed enrollment kit in late May.

Eligibility

To be eligible, you must:

- be a member of the HUCTW bargaining unit
- work at least half-time
- earn at least \$15,000
- be currently enrolled in the University's Long Term Disability Plan
- be actively at work for six months prior to applying

Highlights of Harvard's individual disability insurance plan

Automatic acceptance

During the month of June 2006 only, you have the opportunity to apply for this insurance coverage without submitting proof of good health, as long as you have been actively at work on a regular schedule for the six months prior to applying.

Coverage for preexisting conditions

There is no exclusion under this insurance for preexisting conditions, provided you meet eligibility requirements and apply during the month of June 2006.

Group rates

You have the opportunity to purchase an individual disability insurance policy at group rates.

Tax-free benefit

All benefits under this plan are tax-free because you pay the premiums with after-tax dollars.

Coverage belongs to you

You own the policy and may take the coverage with you, even if you leave Harvard.

Learn more at upcoming information sessions

You are invited to a presentation on the plan, where representatives from the Standard Insurance Company and Harvard University will be on hand to explain this coverage.

To reserve a space, please call 1-877-321-4427 to speak with Income & Benefit Solutions, LLC, an enrollment services firm assisting Harvard with this plan. Each session is 90 minutes.

Mon., May 22, 2006

9:30 a.m. Harvard Medical School, Countway Library

1 p.m. Harvard Medical School, Countway Library

Tues., May 23, 2006

1 p.m. Center for Workplace Development, Room 3318

3 p.m. Center for Workplace Development, Room 3318

Wed., May 24, 2006

1 p.m. Center for Workplace Development, Room 3318

3 p.m. Center for Workplace Development, Room 3318

Tues., May 23, 2006

9:30 a.m. Southborough - for Southborough employees only