

Group Name: San Mateo Electrical Workers (IBEW Local 617) Proposal ID: 719002_1_1

Plan Design

Basic Group Term Life and Accidental Death and Dismemberment (Option 3)

Class 1: All Eligible Members

Eligibility: All Eligible Employees Working 125 Hours Per Month

Benefit Schedule

Feature	Description
Basic Life benefits	
Basic life benefit	\$100,000
Guaranteed issue limit	\$100,000
Living benefit (accelerated death benefit)	75% up to \$250,000
Waiver of premium	Premiums can be waived for employees who become totally disabled before age 60, after the 6 month elimination period. Coverage terminates at age 65 or retirement, whichever is earlier.
Conversion	Included
Portability	Not Included
Age reductions	Benefit reduces by 35% at age 70. All coverage terminates at retirement.
Employee contribution	Non-contributory
Participation requirement	100% of eligible employees must be enrolled for coverage
Accidental Death and Dismemberment benefits	
AD&D benefit	Same as basic life
Guaranteed issue limit	All amounts are guaranteed issue
Age reductions	Same as basic life
Table of losses	Standard table included
Airbag benefit	10% of AD&D benefit, up to \$10,000 maximum
Seatbelt benefit	10% of AD&D benefit, up to \$15,000 maximum
Repatriation benefit	Up to \$5,000 for transportation and related expenses
Child education benefit	5% of AD&D benefit per year for each child's post-secondary education expenses; annual maximum of \$5,000 or actual expense. \$40,000 combined maximum for all children.
Coma benefit	1% of AD&D benefit for each full month of coma, up to 8 years or full AD&D benefit
Common carrier benefit	25% of AD&D benefit
Child Care Benefit	Included
General Provisions	
Resource Advisor	Included
Travel Assistance	Included

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SpecialOffers	Included
Rate guarantee	Rates in this Proposal are guaranteed for 36 months