



# Virginia Local Disability Program (VLDP)

## Long-Term Disability Coverage Highlights

### Your plan:

Eligibility	Political subdivision and school employees participating in the Hybrid Retirement Plan.								
Benefit amount	<p><b>Monthly long-term disability benefit:</b></p> <ul style="list-style-type: none"> <li>• 60 percent of your pre-disability earnings</li> <li>• 80 percent of your pre-disability earnings for catastrophic conditions</li> </ul> <p>The total benefit payable to you on a monthly basis (including all benefits provided under this plan) will not exceed 100 percent of your pre-disability earnings.</p> <p><b>The long-term disability benefit may be reduced by certain sources of income and any earnings you may have while disabled.</b> Other sources of income may include disability income or other amounts you receive or are entitled to receive under workers' compensation or similar occupational benefit laws; state compulsory benefit laws; certain retirement plans; other group or association disability programs or insurance; and amounts you or your family receives or is entitled to receive from Social Security or similar governmental programs.</p>								
What is a disability?	<p><b>Partial Disability</b></p> <p>A partial disability exists during the first 24 months following the occurrence or commencement of an illness or injury where you are earning less than 80 percent of your pre-disability income and:</p> <ul style="list-style-type: none"> <li>• As a result of injury or illness, you are able to perform one or more, but not all, of your essential job functions on a full- or a part-time basis; or</li> <li>• You are able to perform all of your essential job functions only on a part-time basis.</li> </ul> <p><b>Total Disability</b></p> <p>A total disability exists if:</p> <ul style="list-style-type: none"> <li>• you are unable to perform all of your essential job functions on a full-time basis during the first 24 months following the occurrence or commencement of an illness or injury; or</li> <li>• you are unable to perform any job for which you are reasonably qualified based on your training or experience after 24 months; and</li> <li>• you earn less than 80 percent of your pre-disability earnings.</li> </ul> <p>You must be under the regular care of a licensed treating professional in order to be considered disabled.</p>								
Long-term disability elimination period	The VLDP long-term disability benefit begins after you have satisfied the short-term disability seven-calendar day elimination period and received 125 workdays of short-term disability benefits.								
Benefit duration	<p>The duration of your benefits is based on your age when the disability occurs. Your long-term disability benefits are payable while you continue to meet the definition of having a disability. After you reach your maximum eligibility for a benefit, you must retire to receive a monthly benefit:</p> <table border="1" data-bbox="402 1612 1531 1770"> <thead> <tr> <th colspan="2">Maximum Length of the VLDP Benefit</th> </tr> </thead> <tbody> <tr> <td><b>Age 60-64</b></td> <td>Five years from the date disability benefit begins</td> </tr> <tr> <td><b>Age 65-68</b></td> <td>Until age 70</td> </tr> <tr> <td><b>Age 69 or older</b></td> <td>One year from the date disability benefit begins</td> </tr> </tbody> </table>	Maximum Length of the VLDP Benefit		<b>Age 60-64</b>	Five years from the date disability benefit begins	<b>Age 65-68</b>	Until age 70	<b>Age 69 or older</b>	One year from the date disability benefit begins
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Taxation of Benefits	<ul style="list-style-type: none"> <li>• Non-work related benefits – fully taxed</li> <li>• Work-related benefits – non taxable</li> </ul>								

NOTE: The information contained in this highlight is governed by Title 51.1 of the *Code of Virginia*. This information is intended to be general. It cannot be complete in all details and cannot supersede or restrict the authority granted by the *Code of Virginia*, which may be amended from time to time.

## Additional benefits:

<b>Catastrophic benefit</b>	<p><b>Catastrophic Condition:</b> Disability benefits will be increased to 80 percent of pre-disability income for a catastrophic condition. A catastrophic condition is so severe that you are unable to perform at least two of the six activities of daily living or you have a severe cognitive impairment that requires substantial supervision to protect you from threats to health and safety.</p> <p>These activities are:</p> <ul style="list-style-type: none"><li>• Bathing</li><li>• Transferring, such as getting in and out of bed</li><li>• Dressing</li><li>• Toileting (using the bathroom)</li><li>• Continence</li><li>• Eating (ability to feed oneself)</li></ul> <p>Income replacement will remain at 80 percent of your pre-disability income as long as your condition is considered catastrophic. You also may be eligible for catastrophic disability benefits if you are placed in a guardianship or under supervision because of a severe cognitive impairment that requires substantial supervision to protect you from threats to health and safety.</p> <p>If your condition improves and you no longer meet the criteria for a catastrophic disability, but you are still on long-term disability, your income replacement returns to 60 percent of your pre-disability income.</p>
<b>Occupational Plan</b>	Work-related injuries are covered under the plan.
<b>Recurrent Disability</b>	You will be considered on the same long-term disability claim if you are released to return to work full time, full duty, by your licensed treating healthcare professional and go out again for the same or a similar condition within 180 consecutive calendar days of your return to work.
<b>Health Insurance Credit</b>	If you go on long-term disability, you will be eligible for the health insurance credit if your employer participates in this program.

## Limitations/exclusions/termination of coverage:

<b>Pre-existing conditions</b>	VLDP does not have a pre-existing condition exclusion. As long as the program criteria are met, you may file a claim relating to a condition that existed prior to coverage under VLDP.
<b>Instances when benefits would not be paid</b>	The plan does not cover any disabilities caused by, contributed by, or resulting from a participant's commission of a felony, nor does it cover disabilities incurred during any period where a participant is incarcerated. In addition, Reed Group will stop paying an ongoing disability benefit if a participant becomes incarcerated.
<b>Termination of benefits</b>	Your disability benefit will end if: <ul style="list-style-type: none"><li>• You are able to perform the full duties of your job without restrictions;</li><li>• You are determined to be no longer medically eligible;</li><li>• You leave covered employment;</li><li>• You take a refund of your member contributions and interest in the defined benefit component of your plan;</li><li>• You retire;</li><li>• You do not cooperate or comply with the requirements of VLDP; or</li><li>• You die.</li></ul>
<b>Termination of coverage</b>	Coverage under the plan ends on the earliest date that: <ul style="list-style-type: none"><li>• The plan is cancelled;</li><li>• The participating employee's eligible group is no longer covered;</li><li>• You retire;</li><li>• You take a refund of your member contributions and interest in the defined benefit component of your plan;</li><li>• You are no longer an eligible employee;</li><li>• You are on non-pay status including leave without pay; or</li><li>• You die.</li></ul>

## Next steps:

<b>How to apply</b>	If you will be out for more than 125 workdays, your claim will be reviewed for long-term disability. You will need to submit additional forms to Reed Group.
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