



Employer *Bulletin*

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Group Life Insurance Policy Changes for 2016

The following changes to the group life insurance policy were approved by the Group Insurance Board on November 17, 2015:

Effective Date for Coverage

The effective date for life insurance for a new employee will be the first day of the month following 30 days from the date of hire beginning January 1, 2016.

The effective date for life insurance enrollment due to a qualifying family status change event will be the first day of the month following 30 days from the date of the qualifying event.

The new effective date language will also apply to employees returning from an unpaid leave of absence where coverage lapsed.

For claims purposes, an employee's election date will be the point of reference for providing coverage and paying claims. Election date is the date of online enrollment or the date the paper application is received by the employer, but not earlier than the date of hire or the date of the qualifying family status change event or the return to work date, whichever is applicable.

For example: employee John's date of hire is April 10, 2016. John submits his life insurance application to his employer on May 5, 2016 (within his 30 day open enrollment period). John's effective date will be June 1, 2016 for premium payments. If John dies on May 17, 2016, Minnesota Life would pay his life insurance claim to his beneficiaries based on his May 5, 2016 election date.

To recap:

1. The effective date of coverage for an employee who files a timely application is the first day of the month on or after the end of the open enrollment period.
2. For premium payment purposes, premiums are due beginning with the effective date of insurance.
3. For claims purposes, claims will be paid beginning with the date the employer receives the open enrollment application, either electronically or on paper, but not earlier than the date of hire or date of the qualifying family status change event.
 - If the employer receives the application prior to the hire date or family status change event date, claims will be paid beginning with the date of hire or date of the qualifying family status change event.
 - In order for a claim to be paid, the insured (employee, spouse/domestic partner or dependent) must be living on the date the application is received by the employer.
 - If the "date received by employee" is not completed on the application, the date that ETF receives the application will be used as the date received.

Coverage approved through employer error will continue to be effective on the first of the month following the date the employer error application is received by the employer, as defined in Wis. Stats. 40.70 (7).

Coverage approved through Evidence of Insurability will continue to be effective on the first of the month following the date that the coverage is approved.

Local Group Life Insurance Premium Rates for 2016

The Group Insurance Board approved the Wisconsin Public Employer (WPE) Group Life Insurance premium rates for local government employees. Claims experience has been stable, resulting in no change to employee premium rates for 2016.

The premium rates for Spouse and Dependent coverage, and additional coverage for employees age 70 and older will also remain unchanged.

Age	Basic, Supplemental and Additional July 1, 2016 - June 30, 2017
Under 30	\$.05
30-34	\$.06
35-39	\$.07
40-44	\$.08
45-49	\$.12
50-54	\$.22
55-59	\$.39
60-64	\$.49
65-69*	\$.57
70 and older	**

Each Unit of Spouse and Dependent Insurance is \$1.75 per month. There were no changes in premiums from the previous year.

*Premiums for age 65-69 are required as long as employment continues.

Monthly Rates for Additional Coverage for Employees Age 70 and Older

**When an active employee reaches age 70:

- Basic coverage continues at a reduced level without further premiums.
- Supplemental coverage ceases.
- Additional coverage will continue until the employee cancels coverage, stops paying premiums or terminates employment.
- Additional coverage rates for employees age 70 and older are listed below:

Age	Rate
70	\$1.00
71	\$1.15
72	\$1.25
73	\$1.45
74	\$1.60
75	\$1.80
76	\$1.95
77 and older	\$2.06

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