

Important Changes to the BLET Short-Term Disability Program

INDEPENDENCE, Ohio — The BLET's Short-Term Disability Program (“STD Program”), currently underwritten by MetLife, is up for renewal on January 1, 2019. Due primarily to higher than expected claims, MetLife’s renewal included a substantial increase to the monthly premiums of both Part A and B. However, as part of the renewal process the STD Program has been marketed to the nation’s top-rated disability insurance carriers, as well as to provide alternative options to enhance the STD Program. As a result of this process, we have determined that a change in carriers is in the best interest of all eligible Engineers.

Effective January 1, 2019, Sun Life Financial will be replacing MetLife as the insurance carrier for the STD Program. Sun Life Financial (located at One Sun Life Executive Park, Wellesley Hills, MA 02481) is one of America's leaders in group insurance plans and holds an A+ (“Superior”) ranking from A.M. Best.

Effective January 1, 2019, the Program will also undergo four benefit changes:

1. **Employer Paid Coverage**, renamed the "**Base-Plan**" (previously “Part A Off-The-Job Coverage”), is expanded to cover both on and off the job disabilities (24hr coverage).
2. **Member Paid Coverage**, renamed the "**Enhanced-Plan**" (previously “Part B On-The-Job Coverage”), is expanded to provide enrolled participants 24hr, on and off-the-job coverage at an increased benefit amount of \$402 per week (from \$375 per week). The cost for the Enhanced-Plan remains the same (\$20 per month).
3. To accommodate the new 24hr coverage, the Base-Plan benefit amount has been reduced to \$300 per week (from \$375 per week).
4. The waiting period for all benefits has increased from 14 days to 21 days.

Remember, eligible Engineers do not have to do anything to receive Base-Plan benefits, since you are automatically enrolled in the Base-Plan. However, Base-Plan participants wishing to enroll in the Enhanced-Plan will be able to do so during the open-enrollment period from January 2, 2019 through February 28, 2019). Base-Plan participants who enroll during this period will have the Enhanced-Plan coverage effective March 1, 2019.

For those that are currently participating in Part B, you are not required to do anything to maintain your benefits. On January 1, 2019 your Part B coverage (\$375 per week) will automatically become the Enhanced-Plan coverage (\$402 per week).

Eligibility for participation in the STD Program will remain the same. As a reminder, to be eligible for the Base-Plan, you must have a minimum of seven (7) starts in a month, with one (1) start in a month as an Engineer with a participating railroad. All eligible Base-Plan members are eligible to enroll in the Enhanced-Plan at scheduled open-enrollments, but may not enroll in the Enhanced Plan at other times.

IMPORTANT: All qualified disabilities that began prior to January 1, 2019 will continue to be covered under the current Short-Term Disability plan underwritten by MetLife. Also, all

participants currently on disability with MetLife will remain so for the duration of their disability or until their benefits have been exhausted, whichever occurs first.

The BLET offers STD Program participants access to a team of Benefit Advocates who are available Monday through Friday from 8:00AM to 5:00PM Central Standard Time to answer questions related to the STD Program and to provide confidential assistance in resolving any benefit issues. We encourage you to learn more by contacting them at: Phone: 224-848-4941 or Email: info@uniondisability.com.

Note: The participating railroads are: Belt Railway of Chicago; Conrail Shared Assets; CSX Transportation, including Bombardier Transportation Services (who took over CSXT-operated MARC commuter service); CP-D&H; CP-Soo Line; KCS; Longview Switching; Metra; Portland Terminal; Terminal Railway – Alabama State Docks; and Union Pacific.