



VOLUNTARY SHORT TERM DISABILITY PLAN

NOVEMBER 10, 2016

IMPORTANT ANNOUNCEMENT REGARDING SHORT TERM DISABILITY BENEFITS FOR RAIL MEMBERS

- WEEKLY BENEFITS ARE SCHEDULED TO INCREASE
- BENEFIT WAITING PERIOD TO BE REDUCED

Dear Member:

We are pleased to advise you of two very important benefit improvements in your Voluntary Short Term Disability (VSTD) benefits that will take effect with **disabilities first beginning on or after January 1, 2017**. Starting January 1, the following changes will be effective:

- Your Maximum Weekly Benefit **will increase from \$400 to \$450**.
- The Elimination Period, which is the waiting period between the first day of a disability and the date benefits actually begin, **will be reduced from 30 days to 21 days** (benefits will begin on the 22nd day of disability).

It is also important to note that your monthly payments for this coverage will remain unchanged at this time. The cost for this coverage continues at the current rate of \$34.50 per month.

The benefit improvements announced above represent changes to the Schedule of Benefits found on page 1 of your current benefit booklet (Summary Plan Description) dated April 1, 2016. Other provisions of the booklet remain in effect. Please retain this announcement with your benefit booklet for future reference. If you do not have a booklet, contact the office of the plan at the address or telephone number listed in this announcement and one will be provided to you free of charge.

If you should have absolutely any questions regarding this announcement, or any other matters pertaining to your VSTD benefits, please feel free to contact the administrative office of the plan at (844) 880-1071 (toll-free).

Best regards,

BOARD OF TRUSTEES

Mr. Joseph Sellers, Jr.
Mr. Richard McClees
Mr. John Previsich

SMART VOLUNTARY SHORT TERM
DISABILITY PLAN



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