



MBA GROUP INSURANCE

TO: Banks Participating under the Group Insurance Plans

FROM: Group Insurance Department

DATE: May 11, 2020

RE: Coverage Continuation

On March 26, 2020 we sent an email indicating that we had incorporated a new coverage continuation policy for our group insurance plans (including Life, Dental, Disability, and Vision). This email indicated 60 days of continuation for anyone impacted by Covid. As this situation may continue for a while longer, the continuation period has been increased from 60 to 90 days.

Below is a revised statement from Voya so you can see the exact language they have provided. The MBA is adopting this same language for all of our group insurance plans. If your bank does not participate in Short Term or Long Term Disability through the MBA, you may ignore the section referencing "Disability."

Furlough/Workforce Reductions

Q: Will Voya allow continuation of coverage for Life, Disability and Supplemental Health Benefits if an employee is given a furlough, temporary layoff, leave of absence or reduction in hours/reduction in pay? (updated April 28, 2020)

If an employee experiences a furlough, temporary layoff, leave of absence, temporary reduction in hours or reduction in pay due to circumstances related to COVID-19, Voya will administratively extend a period of continuation.* This applies to all impacted employees on all inforce Voya Group Life, Disability and Supplemental Health insurance coverages to the earlier of:

- 90 days or
- the end of the period when an employee
 - is unable to work,
 - is working reduced hours
 - is not working from their usual work location, or
 - is receiving reduced pay

Due to the unique circumstances resulting from the COVID-19 pandemic, Voya is applying this administrative exception to all inforce policies without requiring individual amendments or contract changes. During this COVID-19 current environment, until Voya determines the accommodation is no longer necessary, for employees that are administratively impacted by COVID-19, Voya will treat

furloughed employees as if the furlough is an approved continuation even if the Certificate does not explicitly state that furlough is an approved continuation event. The furloughed employees will remain eligible under the policy pursuant to the terms described herein. This administrative exception is being applied uniformly at the employer level.

For Disability Insurance where the benefit is dependent upon earnings:

- For a furlough, layoff or leave of absence, Voya will utilize the higher of the employee's gross salary or wages on the last day of Active Work before the furlough or leave began.
- For a temporary reduction in hours or pay, Voya will utilize the higher of the employee's most recent gross salary or wages before the reduction in hours began.

For Group Life and Supplemental Health Insurance, Voya will utilize the amount of insurance in effect on the employee on the last day of Active Work before the furlough, temporary layoff/leave of absence/temporary reduction in hours/reduction in pay.

Thank you for supporting the group insurance products and your patience as we work through this challenging time.

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