



TO: City of Holyoke active eligible full-time employees and part-time employees (regularly working at least 20 hours per week)
SUBJECT: **Questions and Answers about group life insurance through Boston Mutual**
DATE: May 21, 2015

[Below are some questions and answers about Boston Mutual's Issue Age Voluntary Life, as provided by Boston Mutual:](#)

1. *Do I have to be enrolled in the basic life insurance program with the City in order to apply for additional insurance?*

ANSWER: Yes, in order to apply for additional coverage in the enhanced Issue Age Voluntary Life program, you must be enrolled in the Basic Life plan. You will now have an opportunity to enroll in both the Basic and the Supplemental plans.

2. *What are the eligibility requirements in order to apply for coverage?*

ANSWER: You are eligible to apply for supplemental life insurance coverage if you are:

- A. An active eligible full time employee OR an active eligible part-time employee (working regularly at least 20 hours per work), OR
- B. An employee who is eligible according to MA law.

3. *What is the maximum amount of coverage that I can receive?*

ANSWER: The maximum amount of coverage offered is \$500,000. You cannot elect an amount greater than five (5) times your base annual salary.

4. *Can I insure my spouse or children in this plan?*

ANSWER: You can apply for both spousal and dependent child coverage as follows:

- A. You can insure your spouse if he or she is under the age of 70, for coverage in \$5,000 units, up to a maximum of \$100,000. However, this coverage cannot exceed half of what you elect. For example, if you choose \$100,000 of coverage for yourself, the maximum you can elect on your spouse would be \$50,000.
- B You can insure each dependent child for \$10,000.

5. *I now have the additional voluntary life insurance. What will happen to that insurance when the new plan becomes effective? Does the current benefit continue with me into retirement like before? Does my cost change?*

ANSWER: If you are currently enrolled in the Voluntary Life plan now, you have two options. Either you can remain in the current plan with no changes to your cost/benefit amount, or you can move into the new plan. Your decision may depend upon your current age, because you might find that it makes more sense to remain in the current plan, because you would pay more if you move to the new plan. Or, you might find that you can save money by moving into the new plan.

6. *I have the basic life coverage and \$5,000 coverage for my spouse. When I retire, what will my coverage be? What will my spouse's coverage be?*

ANSWER: If you currently have the Basic Life coverage on yourself, and an additional \$5,000 on your spouse, your benefit will continue into retirement at \$5,000. Your spouse's coverage will terminate at the time you retire.

7. *If I waive the basic insurance now, will I be able to get it later, when I near retirement?*

ANSWER: If you have waived the Basic Life previously, this open enrollment will give you a chance to enroll with no questions asked. However, if you waive the Basic Life coverage during this open enrollment, you will only be able to elect coverage in the future through another City open enrollment. Boston Mutual suggests, especially with the benefit amounts increasing to \$10,000, that you enroll now during the open enrollment period.

8. *What if I leave City employment? Can I take this coverage with me?*

ANSWER: You will have two options based on your situation and your age:

- A. Portability will be available to you if you are under the age of 60. This option will keep the coverage as term life insurance, and it will last until the age of 70.
- B. Conversion is an option available to you at any time, but it is the process of "converting" your term policy to a whole life policy.

9. *Are there medical questions associated with the application process?*

ANSWER: Yes, depending on the amount of coverage you are requesting and your age, there could be medical underwriting associated. For example, if you are under the age of 60, you can elect up to \$100,000 for yourself and \$30,000 for your spouse with no medical questions required. Should you wish to elect amounts over those guidelines, your application will then be subject to further review from Boston Mutual's medical underwriters. If you have other questions, please attend one of the meetings with a representative of Boston Mutual that will be held during open enrollment. Thank you for your attention.

Robert Judge
Personnel Administrator