

Occupational disability of 35% or more in the  
Metals and Electrical Engineering (“Metalektro”) Sector  
**WGA- Hiaatverzekering**  
**insures against income loss**  
**Broad coverage, fair premium**

Premiums and Conditions 2018





# Exclusively for the Metals and Electrical Engineering Sector

Are you 35% or more occupationally disabled? Have you been unable to work, or unable to work your full schedule, for more than two years? If so, there is a chance that you will lose a substantial portion of your income. In some cases, you may even fall below minimum benefit level [*bijstandsniveau*].

Do you want to know more about this risk and about your rights and obligations if you are unexpectedly unable to earn your former salary? If so, then read this brochure. Examine the options for obtaining additional insurance against loss of income.

At the request of trade unions and employers in the Metals and Electrical Engineering (“Metalektro”) sector who are represented on the Consultation Board for the Metalektro Sector [*Stichting Raad van Overleg in de Metalektro*] (“the ROM”), we present you with the following offer for occupational disability insurance. This offer originates from Achmea Schadeverzekeringen N.V. (“Achmea”) and is being made exclusively to the Metalektro sector.

## **WGA-Hiaat Standaardverzekering:**

for income protection in the event that you become 35% or more occupationally disabled. The benefit is a limited supplement to the statutory WGA follow-up benefit [*WGA-ervolguitzkering*].

## **WGA-Hiaatverzekering Aanvullend:**

this is a supplementary insurance you can purchase in addition to the WGA-Hiaat Standaardverzekering. The supplementary insurance may only be purchased along with the standard insurance. This insurance will supplement your income to at least 70% of your insured salary if you become between 35% and 80% occupationally disabled.

## **What is WIA?**

WIA stands for the Dutch Work and Income (Fitness for Work) Act. This law is the successor to the Dutch Occupational Disability (Benefits) Act [*WAO*].

When can you receive a WIA benefit? If you are only able to earn 65% or less of your salary due to illness or accident.

The salary that is used as a basis for the statutory WIA benefit and the insurances that are part of this offer may not exceed the “SV income limit”, which is the income limit for social security contributions EUR 54,614.00 as at 1 January 2018.

# You are occupationally disabled – what now?

Imagine that you were to become ill or have an accident and were unable to earn your former salary for a long period of time. A difficult situation, and one that has financial consequences.

Fortunately, your employer continues to pay your salary for the first two years as long as you are making efforts to recover:

- you receive 100% of your salary in the first year of your illness;
- and at least 80% of your salary in the second year.

During the first two years of your illness, you and your employer work together to get you back to work as soon as possible. This is something the law requires you to do. Has your occupational disability made it impossible for you to return to work at your full capacity within two years? If so, you will have to deal with the WIA.

## **There are four possibilities:**

- 1. You are less than 35% occupationally disabled**
- 2. You are partially occupationally disabled (35%-80%)**
- 3. You are fully (80% or more) but not permanently occupationally disabled**
- 4. You are fully (80% or more) and permanently occupationally disabled**

### 1. You are less than 35% occupationally disabled

You can continue to do most of your work. You do not have a right to a benefit and preferably continue to work for your employer. Together, you and your employer will decide whether you need a different job or a modified work place.

### 2. You are partially occupationally disabled (35%-80%)

You can continue to do part of your work. You are subject to the “WGA” referred to above. This is the Dutch Resumption of Work (Partially Fit Persons) Regulation [*regeling Werkhervatting Gedeeltelijk Arbeidsgeschikten*] and you receive a limited statutory benefit.

#### First phase

For the first months (for at least 3 but no more than 24 months), you receive a WGA salary-linked benefit, provided that you worked long enough prior to your first sick day. The duration of a disability benefit is linked to the duration of your employment history. For the first two months, that benefit equals 75%, and then 70% after those two months, of your former salary, up to a certain maximum,<sup>1</sup> less 70% of your new salary.

#### Second phase

After the first phase, you receive a limited benefit. The amount of that benefit depends on whether you are actually earning what the UWV (the Employees’ Insurance Agency) says you are able to earn; this is referred to as your “remaining earning capacity”. There are two possibilities:

- a) You are earning less than half of your remaining earning capacity. You receive a low benefit: the WGA follow-up benefit. This is only a percentage of the minimum wage, which usually means a substantial loss of income.
- b) You are earning at least 50% of your remaining earning capacity.

You receive the higher WGA supplemental benefit [*WGA-loonaanvullingsuitkering*].

That benefit partially supplements (70%) the difference between your former income and the income that the UWV decides you are able to earn. If you are unsuccessful in earning an amount equal to your remaining earning capacity, your income loss will be even more significant. This will also mean a substantial income loss, even if that loss will be smaller than you would incur when receiving the WGA follow-up benefit.

Both the WGA supplemental benefit and the WGA follow-up benefit are only paid out until you reach the retirement age defined in the Dutch State Pension Act [*AOW*] (this age is referred to below as the “AOW age”).

Over the course of time, are you doing so well that you are earning 65% or more of the salary you were making before your illness? If so, you will stop receiving your benefit.

### 3. You are fully (80% or more) but not permanently occupationally disabled

You are temporarily unable to work at all, but you are expected to make a partial recovery. You are subject to the WGA regulation as described in situation 2. You receive a benefit of 70% of your former (maximised) salary.

### 4. You are fully (80% or more) and permanently occupationally disabled

You cannot work anymore at all. You are then subject to the Dutch Income Support Provision (Totally Disabled Persons) Regulation [*regeling Inkomensvoorziening voor Volledig en Duurzaam Arbeidsgeschikten*] (“IVA”) and receive a benefit of 75% of your former (maximised) salary.

## Insure Your Income

Everyone wants to keep as much of what they have as possible, also when they become occupationally disabled. The WGA-Hiaat Standaardverzekering is intended to help you protect your income as well as possible if you become occupationally disabled. You can read more about this in the pages that follow.

1. The salary that is used as a basis for the statutory WIA benefit and the insurances that are part of this offer may not exceed the “SV income limit”, which is the income limit for social security contributions (EUR 54,614.00 as at 1 January 2018).

2. The minimum wage is EUR 20,451.00 gross per year (1 January 2018).

# WGA-Hiaat Standaardverzekering

In order to protect your income in case of 35% or more occupational disability, you should obtain WGA-Hiaat Standaardverzekering. The benefit is a limited supplement to the statutory WGA benefit [WGA-uitkering].

## Features

- 100% “cao proof”: you receive the benefit amount agreed in the Collective Agreement (“cao”) for the Metalekto sector;
- benefit: the benefit continues if you begin working outside the Metalekto sector or if you become unemployed;
- benefit period: maximum of 7.5 years, up to the AOW retirement age that applies to you, up to age 67 and 3 months.
- You pay half of the premium, your employer pays the other half.

## Benefit if you are between 35% and 80% occupationally disabled

- start date: starting on the date you begin receiving a WGA follow-up benefit. This is after the WGA salary-linked benefit period, or later if you no longer meet the conditions for receiving the WGA supplemental benefit;
- benefit amount: your benefit percentage (according to the table below), multiplied by your last-earned insured salary, less the WGA follow-up benefit;

occupational disability percentage	benefit percentage
35 tot 45%	28%
45 tot 55%	35%
55 tot 65%	42%
65 tot 80%	50.75%

## Extra benefit if you are fully (80%-100%) but not permanently occupationally disabled

If your first sick day was on or after 1 January 2012, extra coverage applies. Your income will be supplemented to at least 75% of your last-earned insured salary:

- condition: you receive a WGA salary-linked benefit or a WGA supplemental benefit and you are between 80% and 100% occupationally disabled;
- benefit amount: 75% of the difference between the last-earned insured salary and the new salary, less the statutory WGA benefit;
- start date: the start date of the WGA salary-linked benefit period.

## Example of premium for 2018

The premium for the WGA-Hiaat Standaardverzekering is 0.18% of your insured salary. You and your employer each pay half of the premium. You would pay EUR 2.25 gross per month for an insured salary of EUR 30,000. That is approximately EUR 1.33 net.

The example assumes a tax rate of 40.85%.

# WGA- Hiaatverzekering Aanvullend

Supplemental insurance with a guarantee for at least 70% of your former income? You may think that the WGA-Hiaat Standaardverzekering does not offer enough coverage. You can purchase the WGA-Hiaatverzekering Aanvullend to obtain extra coverage in case you become between 35% and 80% occupationally disabled.

## Broader coverage

The WGA-Hiaatverzekering Aanvullend offers additional coverage on top of the WGA-Hiaat Standaardverzekering Insurance. The Supplemental policy offers a supplement for up to at least 70% of your insured salary.

## Your benefits at a glance:

- extra security: you are protected up to at least 70% of your insured salary (maximised, EUR 54,614.00 as at 1 January 2018) if you become between 35% and 80% occupationally disabled;
- working pays: every euro you earn in addition increases your total income of 70% of your insured salary by EUR 0.30 (maximised);
- benefit amount: 70% of your insured salary (maximised), less the WGA follow-up benefit or the WGA supplemental benefit, less 70% of your new salary less the WGA-Hiaat Standaardverzekering;
- benefit start date: after the WGA salary-linked benefit period;
- also supplements the WGA supplemental benefit: the WGA-Hiaatverzekering Aanvullend also pays you a benefit if you earn more than half of your remaining earning capacity;

- benefit period: up to the AOW retirement age that applies to you, up to age 67 and 3 months;
- you continue to receive the benefit if you begin working outside the Metalektro sector or if you become unemployed;
- you pay the full amount of the WGA-Hiaatverzekering Aanvullend premium.

## Extra benefit if you earn enough

If your first sick day was on or after 1 January 2012, you will receive an extra benefit. You will then be covered for at least 75% of your insured salary (maximised).

In that case, you must satisfy the following conditions:

1. you must be receiving a WGA salary-linked benefit or a WGA supplemental benefit;
2. you must earn at least half of the amount the UWV determines you are still able to earn.

## The amount of this extra benefit is:

75% of your last-earned insured salary, less the statutory WGA benefit and less 75% of your new salary.

## Example of premium for 2018

You can only obtain the WGA-Hiaatverzekering Aanvullend in combination with the WGA-Hiaat Standaardverzekering. In addition to the half of the premium you pay for the Standard WGA Shortfall Insurance (0.18%), you will pay 0.11% of your insured salary for the WGA-Hiaatverzekering Aanvullend. That is EUR 2.75 gross per month for an insured salary of EUR 30,000. That comes to EUR 1.63 net, meaning that you would pay approximately EUR 2.96 out of your monthly net salary to be covered by both the WGA-Hiaat Standaardverzekering and WGA-Hiaatverzekering Aanvullend.

The example assumes a tax rate of 40.85%.



## Hans, age 47

- insured salary of EUR 2,300 gross per month
- 50% occupationally disabled
- remaining earning capacity of EUR 1,150 gross
- for a new salary of EUR 0 initially, and EUR 500 later on

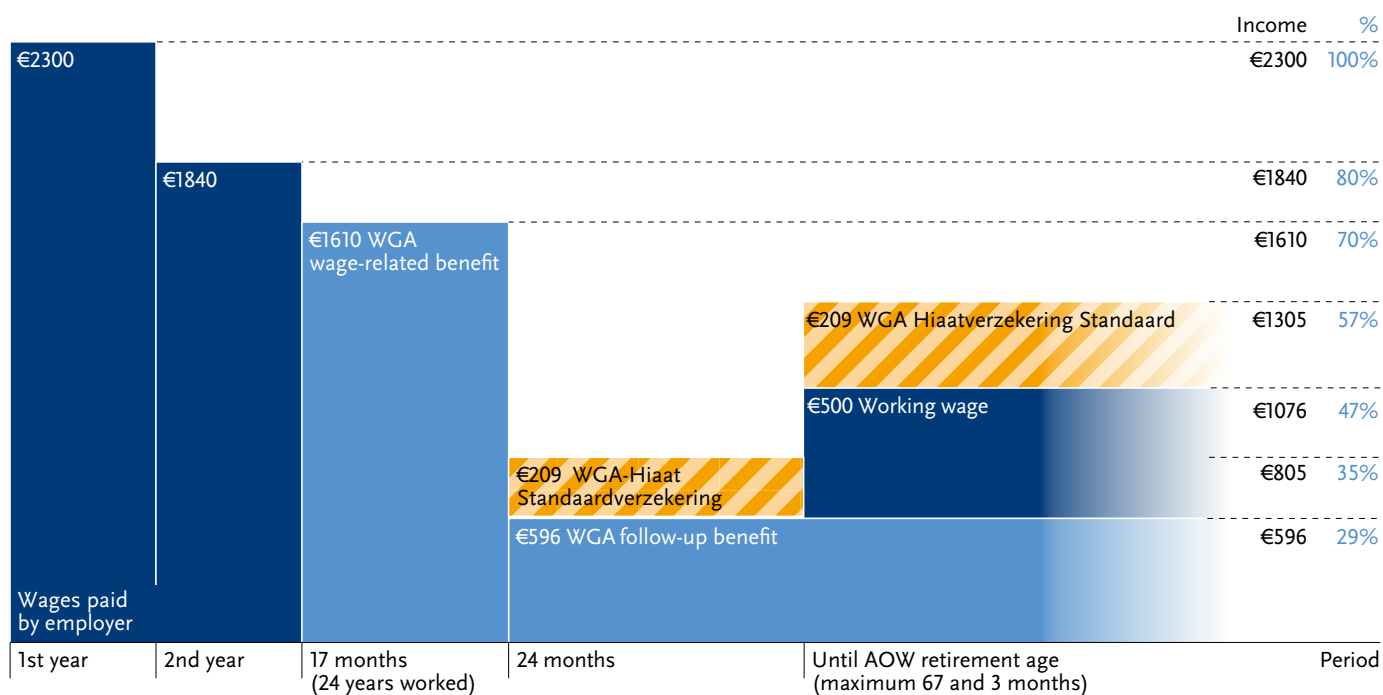
### With WGA-Hiaatverzekering Standaard

Hans is 47 years old. His insured salary was EUR 2,300. The UWV determined that he is 50% occupationally disabled. According to the UWV, he is still able to earn EUR 1,150, which amount is referred to as his remaining earning capacity. At first, he is unable to find a new job. That means he is not earning anything. He receives a WGA follow-up benefit of EUR 596. He also receives a Standard WGA Shortfall benefit of EUR 209 (70% x his occupational disability percentage x his insured salary, less his WGA follow-up benefit).

His total gross income is:  
 EUR 596 in WGA follow-up benefit  
 EUR 209 in Standard WGA Shortfall benefit  
 for a total of EUR 805.

Two years after the WGA salary-linked benefit period (17 months), Hans succeeds in finding a new job. He earns EUR 500 per month. This is less than half of what he is able to earn. He still receives the same WGA follow-up benefit and is still entitled to the WIA-Bodemverzekering benefit.

His total gross income is:  
 EUR 596 in WGA follow-up benefit  
 EUR 500 in salary  
 EUR 209 in WGA-Hiaat Standaardverzekering benefit  
 for a total of EUR 1,305.





### With WGA-Hiaatverzekering Aanvullend coverage

The Supplemental WGA Shortfall Insurance provides Hans with better income protection than the WGA-Hiaat Standaardverzekering. With the supplemental insurance, Hans is guaranteed that his income will be supplemented to at least 70% of his insured salary.

He begins receiving the WGA-Hiaatverzekering Aanvullend after the WGA salary-linked benefit period. The benefit is: 70% of EUR 2,300 (insured salary), less 70% of EUR 0 (new salary), less EUR 596 (WGA follow-up benefit) = EUR 1,014.

His total gross income is:

EUR 596 in WGA follow-up benefit  
 EUR 1,014 in combined WGA-Hiaat Standaardverzekering and WGA-Hiaatverzekering Aanvullend, for a total of EUR 1,610

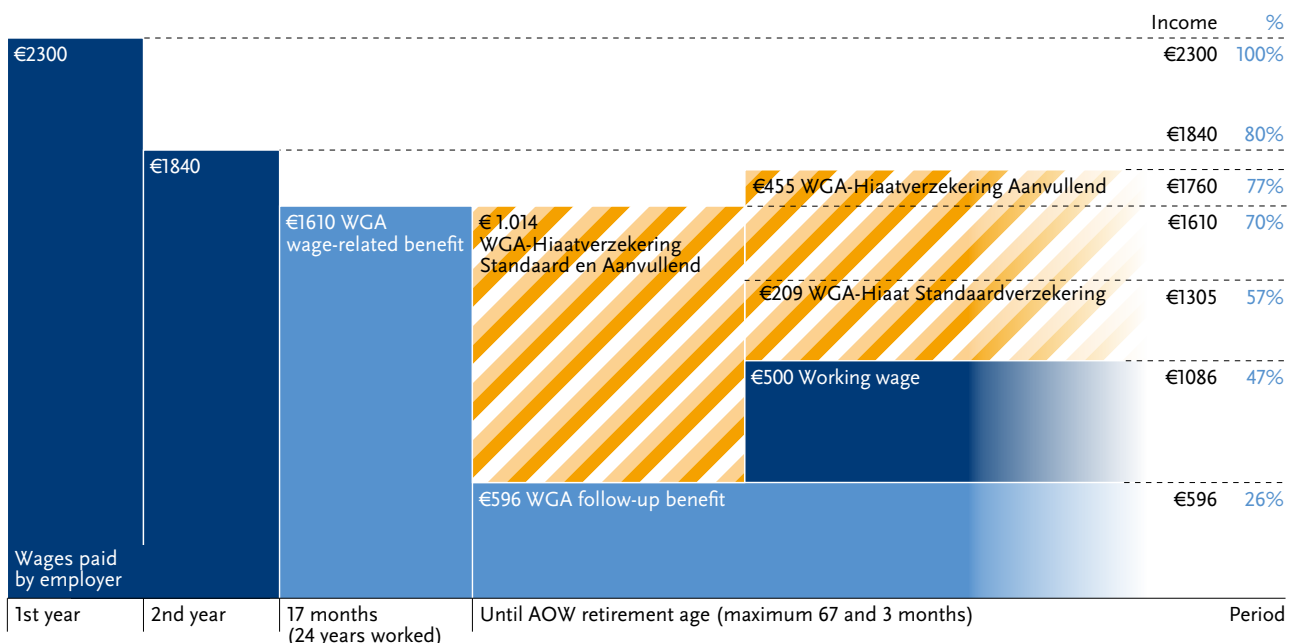
This is 70% of his insured salary.

As soon as Hans goes back to work, earns EUR 500 and receives a WGA follow-up benefit of EUR 596, he is entitled to receive the WGA-Hiaatverzekering Aanvullend benefit of: EUR 1,610 (70% of the insured salary of EUR 2,300), less EUR 596 (WGA follow-up benefit), less EUR 350 (70% of EUR 500, the salary he earns by working) = EUR 664

His total gross income is now:

EUR 596 in WGA follow-up benefit  
 EUR 500 in salary  
 EUR 664 in combined WGA-Hiaat Standaardverzekering and WGA-Hiaatverzekering Aanvullend for a total of EUR 1,760

His income increased because he is working again and receiving a salary. His total income is now 77% of his insured salary.





## Femke, age 30

- insured salary of EUR 2,100 gross per month
- 60% occupationally disabled
- remaining earning capacity of EUR 840 gross
- new salary EUR 600 gross

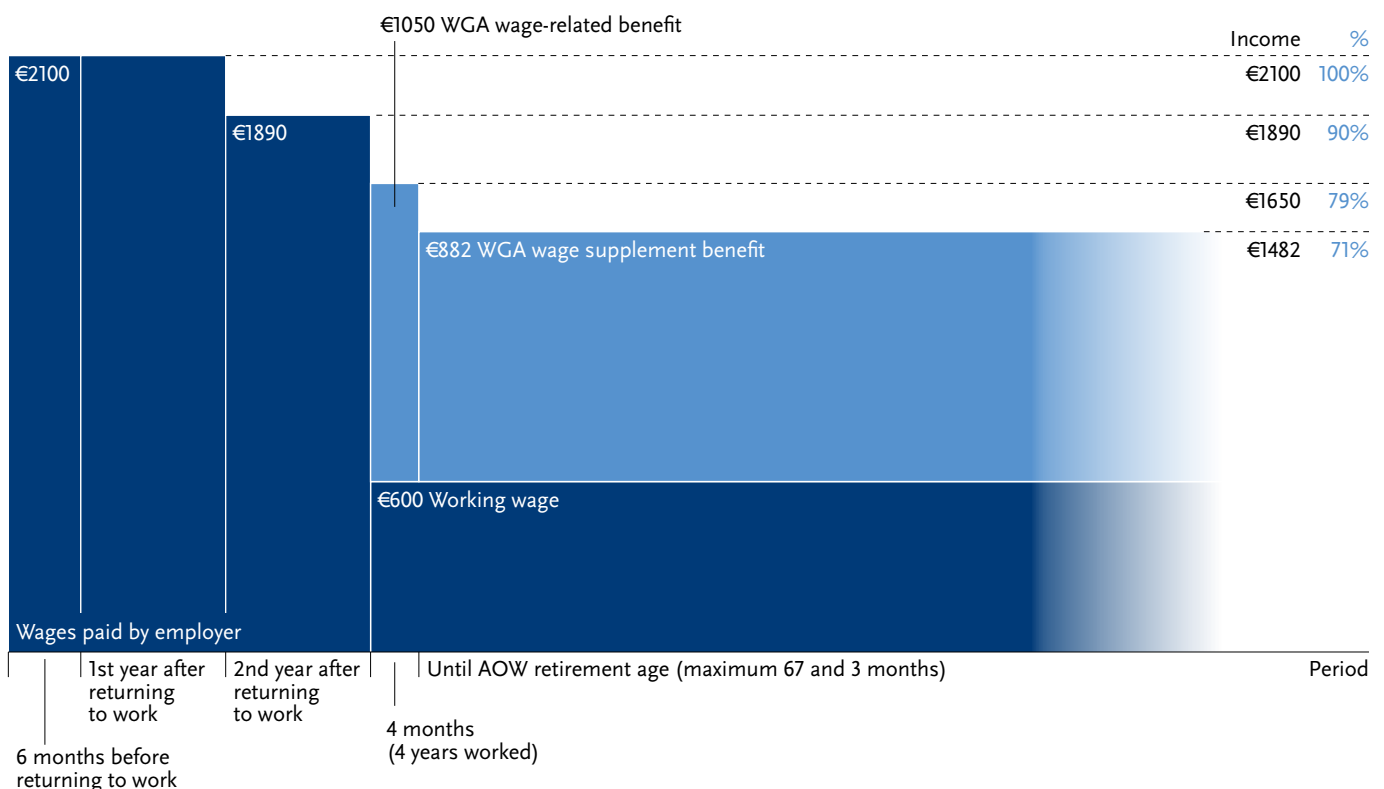
### With WGA-Hiaat Standaardverzekering coverage

The insured salary of Femke regarding disability is EUR 2,100 per month. In the first two years after resumption of work, her employer will supplement her income up to 100% in the first year and up to 90% (EUR 1,890) in the second year.

Femke is 60% occupationally disabled. The UWV decides that she can still earn EUR 840, which is her remaining earning capacity. Femke does not receive a WGA-Hiaat Standaardverzekering benefit because she receives

a WGA supplemental benefit. For those who are between 35% and 80% occupationally disabled, the WGA-Hiaat Standaardverzekering only pays a benefit to those who receive the WGA follow-up benefit.

Femke's gross total income after the WGA salary-linked benefit period is:  
 EUR 882 in WGA supplemental benefit  
 EUR 600 in salary  
 for a total of EUR 1,482.



### With WGA-Hiaatverzekering Aanvullend coverage

Femke is entitled to receive a WGA-Hiaatverzekering Aanvullend benefit. This is a supplement to her WGA supplemental salary if she is between 35% and 80% occupationally disabled. Because Femke earns sufficient salary, her income is supplemented to at least 75% of her former salary, even during the WGA salary-linked benefit period.

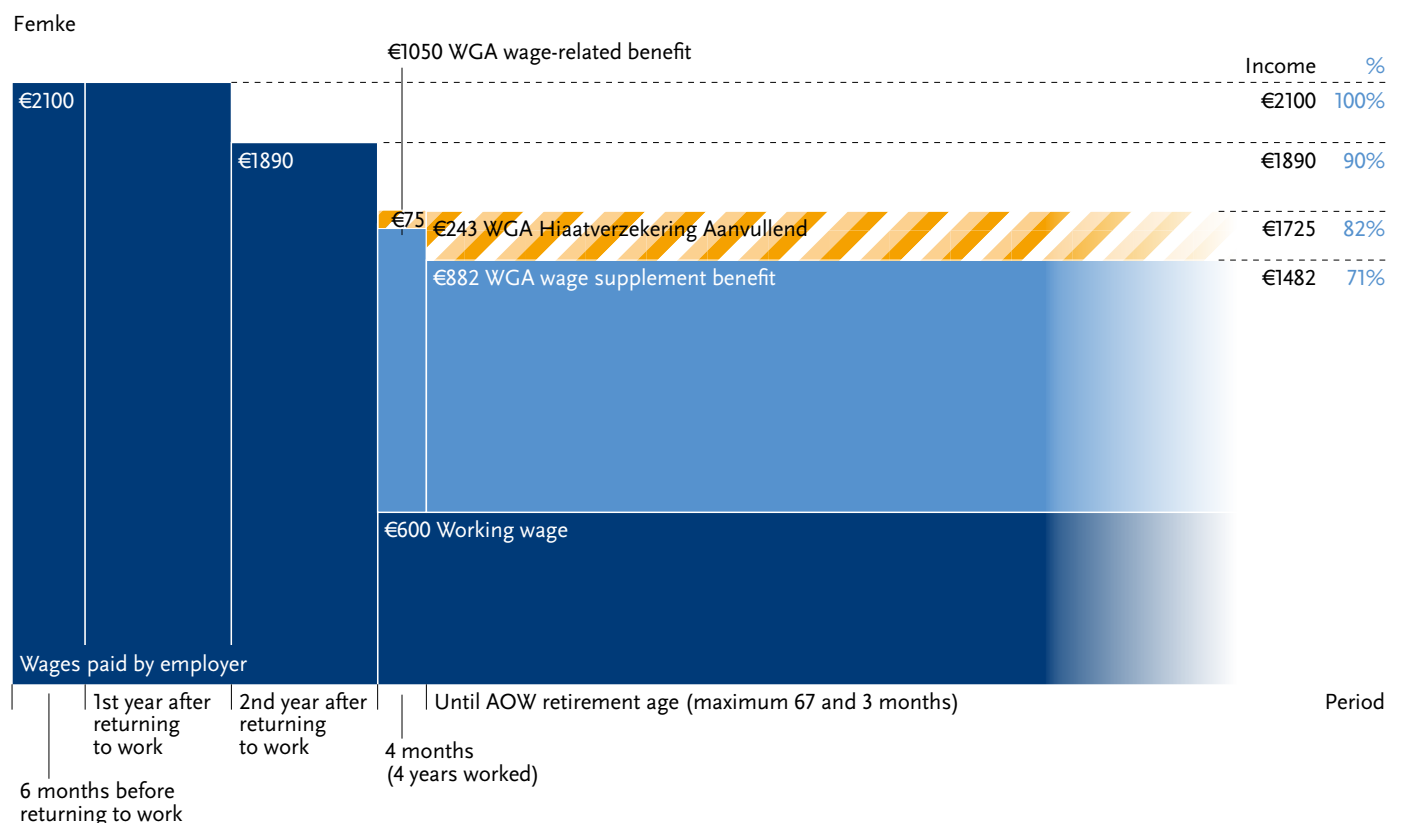
The shortfall benefit during the WGA salary-linked period is:

EUR 1,575 (75% of EUR 2,100), less EUR 1,050 (WGA salary-linked benefit), less EUR 450 (75% of her new salary of EUR 600)=EUR 75 gross.

The shortfall benefit during the WGA supplemental benefit period is:

EUR 1,575 (75% of EUR 2,100), less EUR 882 (WGA salary-linked supplement benefit), less EUR 450 (75% of her new salary of EUR 600)=EUR 243 gross.

Her total gross income is EUR 1,725 from the time she begins the WGA salary-linked benefit period. This is 82% of her insured salary.



# General Information about the WGA-Hiaatverzekeringen

## Not for you?

The Metalektro sector's WGA-Hiaatverzekeringen are not the right solution for everyone.

- 48 months before AOW retirement age, there is often little point in insuring you. Depending on your employment history, you may receive a WGA salary-linked benefit until you reach AOW retirement age. In that case, the WGA Shortfall Insurance would offer you little or no additional income.
- If you do not fall within the scope of the Metalektro cao (such as would be the case for members of the company's board or other company officers who are directly involved in determining company policy), you are not permitted to obtain WIA Metalektro insurance.

## Are you currently on sick leave?

You can obtain coverage when at least four weeks have passed after the date on which you are able to return to work.

Note: Did you become ill within three months:

- after you began working for your new employer?
- Or
- after your previous occupational disability insurance through your employer had been terminated? If so, you may still be able to obtain coverage. If one of these situations applies to you, please contact us.

If you are receiving a benefit under the Dutch Occupational Disability (Benefits) Act, you cannot be insured. If you are receiving a WIA benefit, you can be insured for the percentage of your occupational ability.

Do you want to know whether insuring yourself would be advisable?

If so, please contact the WIA Metalektro team by telephone on +31(0)70-316-0866.

## When does your insurance coverage start?

1. When you have a new job: if you apply for insurance within three months of beginning new employment with an employer in the Metalektro sector, you will be insured with effect from the start date of your employment.
2. When your employer decides to obtain WIA Metalektro coverage: if the application is made on time, your insurance enters into effect on the day after the date on which your employer's collective insurance policy lapses. If you were insured through your employer, that will be the same date that your coverage under that insurance ends.
3. In other cases, you will – after acceptance – be insured from the date on which your insurance application was received by WIA Metalektro.

## Cancellation

Once you have been insured for more than a year, you can cancel your insurance at any time. You must give one month's notice to cancel. Your insurance is cancelled automatically once you stop working in the Metalektro sector.

## Insured salary

Your insured salary is your SV income limit (the income limit for social security contributions), from which the premium(s) for the WIA Metalektro insurances have not been deducted. Your employer can provide you with more information about this. An explanation of your insured salary can be found on our website at [www.wiametalektro.nl](http://www.wiametalektro.nl). Your insured salary is also stated on your proof of insurance and on your Uniform Pension Statement [Uniform Pensioenoverzicht] ("UPO").

## Salary that exceeds the statutory maximum SV income limit

The salary that is used as a basis for the statutory WIA benefit and the insurances that are part of this offer may not exceed the "SV income limit", which is the part of the salary used to calculate social security contributions (EUR 54,614.00 as at 1 January 2018). Do you earn more than the maximum SV income limit and do you want to obtain insurance for that excess amount as well? If so, you will need to find an alternative for this insurance.

### Changing jobs

- If you leave the Metalektro sector, your insurance will be terminated. You will no longer be able to obtain the WIA insurances for the Metalektro sector. Naturally, you will also stop making premium payments.
- If you begin working for another employer within the Metalektro sector, you can consult with your new employer to apply for the WIA sector insurances again through that employer.
- If you are on sick leave when you leave the Metalektro sector, you will retain your right to a potential benefit in the future.
- Did you become ill after leaving the Metalektro sector?

If so, you have no right to receive a benefit under these insurances.

### Unemployment

Both the WGA-Hiaat Standaardverzekering and WGA-Hiaatverzekering Aanvullend:

- Will not cease paying a benefit if you become unemployed;
- Enable you to claim a future WIA Metalektro benefit if your first sick day is during your employment in the Metalektro sector but you become unemployed before you begin receiving a benefit.

Note: unemployment alone is not a reason to receive a benefit under the insurances. To receive a benefit, you must be at least 35% occupationally disabled.

### No benefit

If you are not on sick leave when your insurance terminates, you have no right to receive a benefit under the WIA Metalektro insurances. This is because the WGA-Hiaatverzekeringen are term insurances.

### Your benefit

The amount of your benefit depends on the degree to which you are occupationally disabled and the income you are still able to earn. In order to calculate your benefit, you must inform us within one month of:

- the degree of your occupational disability as determined by the UWV;
- ceasing to work;
- beginning a new job;
- your right to receive a statutory WGA benefit or a change in that right.

Your benefit amount may change upon a change in your:

- degree of occupational disability;
- salary;
- statutory WGA benefit.

You can easily calculate your personal status using the WIA calculator on our website.

### No premium

Do you receive a statutory WIA benefit? In that case, you will no longer pay premiums for the WGA-Hiaatverzekeringen

# General Information about the WGA-Hiaatverzekeringen

## Occupational disability pension

By law, the WGA-Hiaat Standaardverzekering is an occupational disability pension. That means that you will receive a fixed benefit due to your occupational disability. The date you begin receiving the benefit does not coincide with your retirement date.

The WGA-Hiaat Standaardverzekering and WGA-Hiaatverzekering Aanvullend benefits will stop as soon as you reach the AOW retirement age applicable to you (maximum age of 67 and 3 months).

The WIA Metalektro insurances are voluntary schemes. You decide yourself whether you want to participate in these schemes.

## Defined Benefit Scheme

The insurances are defined benefit schemes. This means that you will receive a defined amount in benefits. Investment results will have no influence on the defined benefit you will receive.

## Indexation

Each year, Achmea tries to increase the basis for your benefit in proportion to salary developments in the Metalektro sector. This is our goal. This increase and any projected increases for future years do not give you an automatic right to future increases. Achmea Schadeverzekeringen N.V. pays future increases in benefit with premium mark-ups and money it has reserved for that purpose.

## Would you like more information?

Do you want to know more about WIA Metalektro?

Do you have questions about occupational disability or the WIA?

For more information and the conditions that apply, please visit [www.wiametalektro.nl](http://www.wiametalektro.nl) or telephone WIA Metalektro Customer Service on +31 (0)70-316-0866.

You can also e-mail your questions to [metalektrowia@mn.nl](mailto:metalektrowia@mn.nl).

You can also request the following from Customer Service:

- the policy conditions for the insurances;
- Achmea's annual report and annual accounts;
- your employer's WIA Metalektro insurance policies.

## Contact details

WIA Metalektro  
PO Box 16960  
NL-2500 BZ The Hague  
T +31 (0)70-316-0866  
W [www.wiametalektro.nl](http://www.wiametalektro.nl)  
E [metalektrowia@mn.nl](mailto:metalektrowia@mn.nl)

## Disputes or complaints?

Disputes and complaints must be submitted to the insurer. To the extent possible, these will be resolved in consultation with the person(s) involved. The insurer complies with the rules of the Financial Services Complaints Authority [*Stichting Klachteninstituut Financiële Dienstverlening*].

Please address your complaint to:

WIA Metalektro  
Attn: Klachtencoördinator  
PO Box 16960  
NL-2500 BZ The Hague

The following parties are involved in the WIA Metalektro insurances:

Achmea Schadeverzekeringen N.V., as a non-life insurer registered with the AFM under number 12000606, Chamber of Commerce number 08053410.

MN Services N.V., as an authorised agent registered with the AFM under number 12013799, Chamber of Commerce number 27191631.

### Privacy

The personal data that has been provided or that may be provided in future shall be processed by the insurer in order to enter into and perform agreements, prevent and combat fraud against financial institutions, for statistical analysis and for meeting statutory obligations. This processing is subject to the Dutch Code of Conduct for the Processing of Personal Data by Financial Institutions [Gedragscode Verwerking Persoonsgegevens Financiële Instellingen]. Additional information in this respect will be provided upon request by or on behalf of the Insurer. You can find more information on this topic on the website of the Dutch Association of Insurers [*Verbond van Verzekeraars*] at [www.verzekeraars.nl](http://www.verzekeraars.nl)

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