

CWU
LIFE COVER COVER
EXPLANATORY BOOKLET



Look to a brighter future...

YOUR REFERENCE GUIDE TO
CWU GROUP LIFE COVER PLAN

CWU LIFE COVER - DETAILS OF THE PLAN

What is Life Cover?

Life Cover pays out a lump sum to your dependants in the unfortunate event of your death. It is designed to ease financial worries at a difficult time.

Is Life Cover relevant for me?

Yes. 30,000 people die every year in Ireland, yet only 40% of the population have any form of life assurance. Worse still, only 5% of the population have adequate amounts of Life Cover, (so generally people need more Life Cover than they currently have).

Why join the plan?

Becoming a member of this plan is a cheap and efficient way of meeting any of your Life Cover needs. Your spouse/ partner can join whether they work in the home or outside the home.

What are the levels of benefit and costs provided by this plan?

Life Cover for you

This plan provides you with €100,000 Life Cover for only €3.50 per person per week. Full tax relief is available on these contributions and so you will only have to pay as little as €1.96 per week (assuming tax at 41% and RSI at 6%).

Life Cover for your spouse/partner and children

This plan provides your spouse/partner with €100,000 Life Cover for only €3.00 per person per week. There is no tax relief available on this premium. If you opt to include your spouse/partner then there is €10,000 Life Cover provided for your children (up to age 21) FREE OF CHARGE.

The costs are the same for all people, regardless of your age, whether you are male or female and whether you smoke or not. The cost of the plan is reviewed every three years. If large numbers of people leave the plan or if there is a high number of people claiming then Irish Life reserves the right to increase the cost of cover. Of course, the costs can also be reviewed downwards in the future. The next review of the plan will take place in 01/04/2011.

Why are the costs so low?

The main reason why the costs are low is because of the fact that a large number of people are looking for cover at the same time. In other words, the purchasing power of the group means that employees can significantly benefit from a cost point of view when it comes to taking out Life Cover.

If I am a member of the existing plan can I avail of this offer?

Yes. You may add Life Cover for your spouse/partner. It is not possible, however to add additional Life Cover for yourself if you are already a member of the group life cover plan.

Is the cover assignable?

No. Group protection plans cannot be assigned as they are set up to provide simple Life Cover to employees.

Who is eligible to join?

All members of the CWU who are permanent full-time and permanent part-time employees of companies which agree to participate in the plan and who are over 18 and under 60 are eligible to join the plan.

In addition spouses/partners* of eligible members over 18 and under 60 can also join.

*Partner is defined as a person living in a spousal type relationship with the member for 12 or more months at the time the application for cover is made.

Are there any medical requirements?

Because there are a large number of people joining, we can adopt an innovative approach to the underwriting process. The underwriters have foregone the need for full application forms with medical questions. However, this concession is only available at specified dates, of which you will be advised. Members wishing to join after this date must complete a short proposal form.

When does my membership begin?

Your cover will commence on the first of the month after your signed and submitted application form has been accepted by Irish Life. **You will receive an acceptance letter confirming that you have been included as a member of the plan and the date payments are due to start.**

When does cover cease?

For you the Member

You will be covered until you:

- Reach age 65 + Option
(You have the option to extend cover to age 80 as part of the Retired Members Life Cover Plan without Medical Evidence)
- Cease to be a member of the CWU before retirement
- Cease to be a permanent employee of a company participating in the plan
- Die and a claim is made
- Cease to make contributions

For spouses/partners

They will be covered until:

- They reach age 65
(You have the option to extend cover to age 80 as part of the Retired Members Life Cover Plan without Medical Evidence)
- You cease to be a member of the CWU before retirement
- You cease to be a permanent employee of a company participating in the plan

- They die and a claim is made
- You cease to make contributions on their behalf

Early Retirees

Members of the plan who early retire can choose to maintain cover for themselves and their spouse/partner until age 65 + Option to age 80 once the following conditions are met:

- They were members of the CWU scheme whilst employees
- They elect to maintain their cover within three month of early retiring
- Their contributions are either deducted from pension or collected by direct debit

For your children

Your children will be covered until:

- They reach age 21
- You cease to be a member of the CWU before retirement
- You cease to be a permanent employee of a company participating in the plan

Continuing your Life Cover in the new CWU Retired Members Life Cover Plan to Age 80

Members who turn age 65 can automatically move into the Retired member Life Cover Plan with **NO MEDICAL QUESTIONS** and will enjoy the following benefits:

Age	Benefit	The cost for this is as follows:		
65 to 70	€25,000	Members' Cover	-	€5 per week
71 to 75	€15,000	Spouses' Cover	-	€4 per week
76 to 80	€10,000	<i>NB: only open to future retirees and current retirees under 65)</i>		

What happens if I leave the CWU before retirement

The plan is designed as a benefit for members of the CWU and so if you leave, you and your spouse/partner and your children (where applicable) are no longer covered.

What happens if I take a career break?

If you go on leave of absence without pay, cover in respect of you, your spouse/partner and your children, where applicable, will cease for the duration of absence. If Irish Life is notified in advance you may rejoin the scheme automatically on resumption of work (without medical examinations) provided the career break is no longer than 12 months in duration. Please note however, that your spouse/partner will need to apply again to recommence cover.

What if I take Parental Leave?

If you take unpaid parental leave, your cover will continue automatically without charge, subject to a maximum of 18 weeks in any one year. Please note however that, you must arrange to pay premiums for your spouse/partner for the duration of parental leave. Otherwise their cover will cease.

What if I take Unpaid Sick Leave?

Employees who take unpaid sick leave will have cover extended for a period of six months maximum, also without charge. However, it should be possible for these employees to continue on cover by paying quarterly/annually in advance thereafter.

Does the cover remain in place if I am a resident abroad?

The plan is designed to cover you and your family (where applicable) as long as you are a resident of the European Community and a permanent employee of a company which agrees to participate in the plan.

Is there a return on contributions if there is no claim before age 65?

No. Like car or holiday insurance, all contributions go towards the cost of cover so there is no cash value at the end of the term. If this option were to become available it would mean a significant increase in the cost of the plan.

How to make a claim?

In the event of a claim you or your spouse/partner should contact Halligan Insurances or Irish Life and you will be advised of the claims procedure at that time.

Who administers and insures the Plan?

The Plan is administered by Halligan Insurances and is currently insured by Irish Life.

Enquiries about the Plan should be submitted to Michael Halligan at:

Halligan Insurances,

Unity Building 16/17 O'Connell Street,

Dublin 1.

Telephone: (01)8797100 Fax (01) 873 1978.

Email: info@halligan.ie

What happens if I cancel my membership?

Membership of the Plan may be cancelled at any time by notifying Halligan Insurances in writing of your intention to cancel. As your contributions are designed to cover the cost of paying Life Cover benefit to your dependants if you die there is no cash value paid to you should you stop contributions to the Plan.

It is important that you think carefully before cancelling membership of the plan as once you have left the plan you will be required to provide information about your state of health in order to apply for cover again. Should medical problems have arisen in the interim, it is unlikely that you will be re-admitted to the Plan.

Under what circumstances can the Plan be amended?

Benefit levels and the rate of contribution under the Plan are reviewed on a regular basis. The next review of the Plan is on the 01/04/2011. These reviews are designed to provide your adviser with an opportunity to canvass the market to ensure that the best deal is being provided for members. Likewise the reviews provide the insurer with an opportunity to adjust the benefit levels and/or the rate of contribution in the light of relevant factors such as membership level, age profile, the male/female ratio of the membership and the claims experience of the Plan. At such reviews, the Plan's insurer and the CWU reserve the right to increase or reduce the rate of contribution and benefit levels under the Plan or terminate the Plan.

Who should I talk to if I have complaints?

Any complaints you may have should be referred to Michael Halligan at the above address. If your complaint concerns Irish Life, an internal complaints procedure will be followed by Irish Life. If you feel Irish Life has not dealt fairly with your complaint, you may refer the matter to the Financial Services Ombudsman, 3rd Floor, Lincoln House, Lincoln Place, Dublin 2. Telephone: 01 6620899. Email: enquiries@financialombudsman.ie.

Rules of the Plan

The Plan is governed by a master Policy Document issued by Irish Life Assurance plc. Members of the Plan may examine the policy at any reasonable time at the Head Office of Irish Life. This booklet provides a brief summary of the main policy conditions only and confers no legal rights.

FURTHER DETAILS ON MEMBERS' OWN LIFE COVER

Qualifying for tax relief on your own life cover premiums

In order to qualify for valuable Tax and PRSI relief on the premiums you pay for your own life cover the plan will be set up under trust. This means that trustees, who will look after the members' interests, will be appointed by a legal document called a trust deed and rules. This document, together with a policy, will govern the members' own life cover part of the plan. These documents take precedence if there is a difference between what they provide and what is set out in this booklet. The trust deed and rules and the policy will be available for your inspection on request.

No tax relief is available on premiums for the spouses' life cover so there is no need to establish the spouses life cover part of the plan under trust.

The members' life cover part of the plan will be registered with the Pensions Board, as a defined benefit plan, under the terms of the Pensions Act 1990.

Revenue approval

The Revenue Commissioners are responsible for approving occupational pension plans under Chapter 1 Part 30 of the Taxes Consolidation Act 1997.

This Member's cover under the plan is treated by the Revenue as an exempt approved plan, contributions made to the plan are exempt from tax.

Exempt approved plans must observe certain limits on benefits and contributions. These limits are shown below.

Payment of your own death benefit

The benefits that the Plan provides are secured under an assurance policy with Irish Life. The benefits under the plan are paid according to the terms and conditions under the policy.

Should you die your death benefit will be used by the trustees to make provision for your beneficiaries or will be paid to your legal personal representatives in such shares as the trustees decide.

Your beneficiaries are your dependants, your blood relations and any person notified by you to the trustees as someone you would wish to benefit from your death benefit in the event of your death. You should note, however, that it is for the trustees to decide to whom and in what shares the death benefit will be distributed.

You may wish to guide the trustees as to whom you would wish to benefit from your death benefit. Your expression of wishes will not be binding on the trustees but the trustee will consider your wishes when making their decision.

Maximum lump sum death benefit

The most the Revenue Commissioners will allow to be paid as a lump sum after your death from all pension schemes you are a member of, including your death cover under this plan, is four times your salary plus a refund of your own pension contributions (with interest). Please note that your life premiums under this plan are not refundable on death. Any monies in excess of the lump sum limit may be used to provide an income for your dependants.

Pensions Adjustment Orders

A pension adjustment order may be made by a court, in the event of your judicial separation or divorce in respect of your death benefit under this plan. Further information about the operation and impact of pension adjustment orders can be obtained from the Pensions Board.

Complaints

If you have a complaint concerning your own life cover under the plan you should contact the trustees through Michael Halligan at the above address. The trustees will follow an internal disputes resolution procedure. You are not bound by the trustees' decision. You may, if you wish, refer the matter to the Pensions Board at

Verschoyle House
28/30 Lower Mount Street
Dublin 2.
Telephone 01 6131900.

However, if the complaint concerns financial loss because of mismanagement of your own life cover part of the plan, or if you are in dispute over a fact of law concerning your own life cover part of the plan, and you are not satisfied with the trustees' decision, you may refer the matter to the Pensions Ombudsman at

36 Upper Mount Street
Dublin 2.
Telephone 01 6471650.

We thank you for taking the time to read the foregoing. Please call Halligan Insurances on (01)8797100 if you have any queries.



ARRANGED BY:



HALLIGAN INSURANCES,
Unity Building, 16/17 Lower O'Connell Street, Dublin 1.
Telephone: 01 - 8797100 or email: info@halligan.ie

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Irish Life Assurance plc is regulated by the Financial Regulator.
Halligan Life & Pensions Limited, trading as Halligan Insurances incorporating
McCarthy Insurances is regulated by the Financial Regulator