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HUMAN RESOURCES UPDATE 4/15/20

Hello everyone,

Please see the below notice regarding new rules related to life insurance. If you are enrolled in the voluntary plan and this applies to you, this notice will also be posted on the benefit portal where you did your enrollment. If you have any questions, please contact Relph Benefit Advisors or our HR Benefits Advisor, Barbara Crapa.

Donna

Dear Donna,

Please find attached a notice relative to the Group Term life and/or Voluntary Employee Paid Life Insurance Program you Sponsor, The notice provides information concerning an extension of the policy's Grace Period to 90 days, if you are unable to pay the premium due to COVID-19 related circumstances. Please contact us as early as possible if you find yourself in this situation. We will assist in providing the needed notice to the carrier.

Additionally, as a sponsor of a payroll deduction Voluntary Group or Individual Life Insurance Program, the NYS Executive Order also requires notification to enrolled employees of the 90 day extended Grace Period. Since we have records for employees enrolled in Voluntary Life Insurance on your benefits administration platform, we will post the notice in the Compliance area on your site. To the extent possible, please provide a reference on your intranet or employee accessible web portal or other means you use to communicate with your employees of an important notice regarding employee's voluntary life insurance program.

Per the Executive order we will post the notice by April 13, 2020.

We apologize for the urgency required by the State's Executive Order, however, details only became available this week.

If you have any questions or need further assistance, please contact me.

It is critical that we know you have received this notice. **Please click the red button below and acknowledge receipt.** Thank you for your commitment to the safety and wellbeing of your employees.

[Acknowledgement of Receipt](#)

Notice for NYS Life Policies, Annuity Contracts, and Fraternal Benefit Society Certificates

April 7, 2020

Dear Policyholder,

A recent Executive Order issued by Governor Cuomo, together with recent amendments to the insurance and banking regulations (the “regulations”) issued by the New York State Department of Financial Services (“Department”), extend grace periods and give you other rights under your life insurance policy or annuity contract if you can demonstrate financial hardship as a result of the novel coronavirus (“COVID-19”) pandemic. These grace periods and rights are currently in effect but are temporary, though they may be extended further.

Please check the Department’s website at <https://www.dfs.ny.gov/consumers/coronavirus> for updates.

A copy of the Executive Order and regulations can be found at <https://www.governor.ny.gov/news/no-20213-continuing-temporary-suspension-and-modification-laws-relating-disaster-emergency> and https://www.dfs.ny.gov/system/files/documents/2020/03/re consolidated amend pt 405 27a 27c_new 216 text.pdf, respectively.

If you can demonstrate financial hardship as a result of the COVID-19 pandemic, your insurer must extend to 90 days the applicable grace period for the payment of premiums and fees under your life insurance policy or annuity contract. If you do not make a timely premium payment and can demonstrate financial hardship as a result of the COVID-19 pandemic, your insurer may not impose any late fees relating to the premium payment or report you to a credit reporting agency or a debt collection agency regarding such premium payment.

Catching up on Overdue Insurance Payments

The regulations also require your insurer to permit you to pay the overdue premium over a 12-month period if you did not make a timely premium payment due to financial hardship as a result of the COVID-19 pandemic and can still demonstrate financial hardship as a result of the COVID-19 pandemic. This also applies if the insurer sent you a nonpayment cancellation notice prior to March 29, 2020.

Policies Financed by Premium Finance Agencies – Grace Period

If your life insurance policy or annuity contract has been financed through a premium finance agency, and you do not make an installment payment, the premium finance agency may not cancel your life insurance policy or annuity contract for a period of at least 90 days, including any contractual grace period, if you can demonstrate financial hardship as a result of the COVID-19 pandemic, and subject to the safety and soundness of the premium finance agency. In addition, if you do not make a timely installment payment to the premium finance agency and can demonstrate financial hardship as a result of the COVID-19 pandemic, the premium finance agency must extend the due date for the installment payment by at least 90 days, may not impose any late fees relating to that installment payment, and may not report you to a credit reporting agency or a debt collection agency regarding that installment payment.

Catching up on Overdue Payments to Premium Finance Agencies

If you do not make a timely installment payment to the premium finance agency due to financial hardship as a result of the COVID-19 pandemic, the premium finance agency must permit you to pay the installment payment over a 12-month period if you can still demonstrate financial hardship as a result of the COVID-19 pandemic, subject to the safety and soundness of the premium finance agency. This also applies if the premium finance agency issued a non-payment cancellation notice prior to March 29, 2020.

How to Demonstrate Financial Hardship

If you are unable to make a timely premium payment due to financial hardship as a result of the COVID-19 pandemic, you may submit to your insurer or premium finance agency, as applicable, a statement that you swear or affirm in writing under penalty of perjury that you are experiencing financial hardship as a result of the COVID-19 pandemic, which the insurer or premium finance agency, as applicable, shall accept as satisfactory proof. Such statement is not required to be notarized.

Questions

If you have any questions regarding your rights under the Executive Order or regulations, please contact your insurer, broker, or premium finance agency.
