

INVOLUNTARY LOSS OF EMPLOYMENT INSURANCE

Policy Terms and Conditions

Reference Number : ILOE / (motor policy no)

DEFINITIONS

For the purpose of this policy, the following definitions shall apply unless the context otherwise requires:

Benefit means the amount payable under the scope of this policy in respect of Involuntary Loss of Employment of the Insured Person not exceeding AED 5,000

Insured Person means the Motor Insurance Policy Holder.

Commencement Date means the Motor Insurance Policy start date.

Company means Union Insurance Company, Dubai, UAE.

Date of Event means the date of notice of termination served to the Insured Person after the Commencement Date and during the policy period.

Involuntary Loss of Employment means unemployment of the Insured Person arising out of the unilateral decision of the employer to terminate his employment contract without citing any reason or for any reason other than those mentioned under exclusions in the policy, provided the cause of the unemployment is notified to the Insured Person at least 90 days after the Commencement Date.

A period of unemployment shall commence on the date they lose their employment or in the event the Insured Person being in receipt of a payment in lieu of notice at the end of such period, whichever is the later.

Waiting Period means the 90 day period following the Commencement Date. No claim for Involuntary Loss of Employment is permitted by the Insured Person where the Date of Event occurs during this period.

SCOPE OF COVER

In the event of Involuntary Loss of Employment of the Insured Person after the Commencement Date and during the policy period, subject to the terms and conditions provided in this policy the Company shall pay the motor insurance policy premium paid by the Insured Person subject to a maximum of AED 5,000/- provided that the Date of Event falls after a Waiting Period of 90 days from the Commencement Date.

CONDITIONS

1. The benefits under this policy shall be extended only to Insured Person named in the Motor Insurance Policy.
2. No Benefits shall be paid in respect of an Insured Person who attains the Maximum Coverage Age of 60 years.
3. The benefits under this policy in respect of the Insured Person shall terminate upon the happening of any one or more of the following:
 - a. The Insured Person having attained 60 years of age
 - b. Upon payment of a claim under this policy.
 - c. Insured Person becoming unemployed voluntarily.

4. If any claim under this policy is in any way fraudulent or unfounded, all benefits under this policy shall be forfeited in respect of the particular Insured Person.
5. All claims and/or disputes shall be subject to the Jurisdiction of the Competent Courts of U.A.E.
6. The maximum cumulative amount of Benefits payable under this Policy for any one person shall not exceed AED 5,000 irrespective of the number of Motor Insurance Policies in force in respect of the Insured Person.

CLAIMS PROCEDURE

Upon happening of an event giving rise to a claim under this policy, the Insured Person shall follow the following procedure:

1. Give immediate written notice to the Company but not later than 90 days from the Date of Event.
2. The Insured Person shall complete the standard claim form issued by the Company and provide at no cost to the Company such evidence to substantiate the claim to the satisfaction of the Company as the Company may reasonably require;
3. The Insured Person shall submit the following documents:
 - a. Notice of Termination from the Employer
 - b. Copy of Passport with Visa PageThe Company may also request for a copy of the Labour Contract from the Employer if it is required to verify the period of employment contract.

EXCLUSIONS

The Company is not liable in respect of Involuntary Loss of Employment arising out of and/or attributable to and/or in connection with the following:

1. Employees who have not been continuously employed with the same employer for a minimum 6 months at the Commencement Date
2. Employees who are on probation and whose involuntary unemployment is a result of their failure to successfully complete their probation.
3. Employment on a fixed term contract for less than 2 years or part time or temporary employment.
4. Resignation or leaving by mutual agreement or voluntary unemployment or redundancy after voluntary breaks from employment in excess of normal holiday entitlement.
5. Disability, sickness or accident or any other medical reasons (mental and/or physical).
6. Where the Insured Person was aware of impending unemployment, in the reasonable opinion of the Company, on or before the Commencement Date.
7. Where the unemployment is a normal seasonal part of the employment or due to non-renewal of employment contract by the authorities.
8. Where the Insured Person has neither been terminated nor become redundant but his/her salary or allowances is being withheld in part or in full for any reason.
9. Unemployment due to any of the following
 - a. Misconduct
 - b. Refusal to accept orders from the superiors
 - c. Convicted in a crime
 - d. Dishonesty or Fraudulent Act
10. Payment after the Insured Person reaches the Maximum Coverage Age.
11. Termination of employment due to voluntary retirement
12. Company failure where a contributing cause was a natural catastrophic peril
13. Emiratisation

CONTACT INFORMATION

For any queries related to benefits or claims procedure, you may contact the Company at the toll free no. 800 84248.