

LONG-TERM DISABILITY INSURANCE

Coverage: Full-time Employees

Revised: July 1, 2010

Saint Francis provides long-term disability insurance coverage to full-time employees on the first of the month following employment. The entire cost of this program is paid for by the University.

In the event of total disability due to accident or sickness (including maternity), the insurance coverage will commence after a six month period. Thereafter, the insurance company will provide a benefit of 66 2/3% of an employee's regular base earnings (to a maximum of \$5,000 per month, less, any Worker's Compensation or Occupational Disease Act, any State Disability Benefit Law, group insurance and from the sick leave plan provided by the University, and retirement benefits paid under the Social Security Act or Retirement Plan provided by the University.)

An added benefit of this plan is an annuity premium benefit for those employees who participate in the TIAA-CREF retirement plan which provides the employee contributions to the plan to be continued. Another benefit is an annual benefit increase provision which increases the monthly income benefit and the annuity premium benefit by 3% compounded annually. There is also a survivor income benefit.

Injured persons who are totally disabled normally receive this income up to age 65. For participants disabled at age 62 through 69, benefits are available beyond age 65.

Insurance is terminated when the employee leaves the University. In the event of sabbatical or authorized leave of absence, the insurance protection is carried at the last stated full salary for a period not exceeding two (2) years.

For questions concerning this coverage, contact Human Resources.

SHORT-TERM DISABILITY INSURANCE

Coverage: Full-time Faculty and Staff

Revised: February 1, 2010

Full-time faculty and staff have the option to purchase short-term disability coverage at their own expense through payroll deduction. This program is self funded and administered by the University.

In the event of short-term disability, due to accident or sickness (including maternity), the coverage will commence after a 30 day (one month) period. During the 30 day period any earned sick leave must be utilized. Thereafter, once an employee's sick leave has been exhausted, the coverage will provide a benefit of 50% of an employee's regular weekly earnings, for up to 90 days to a maximum of \$500 per week, less, any Worker's compensation or Occupational Disease Act, any State Disability Benefit Law, and retirement benefits paid under the Social Security Act or Retirement Plan provided by the University.

Employees may elect coverage upon hire or annually in order to participate in the program. An employee who drops coverage is not eligible to re-enroll in the program until the annual enrollment date.

For questions concerning this coverage, contact Human Resources.