



Important Information to Consider When Electing STD Benefits

Under the Short-Term Disability (STD) Plan you are eligible to elect coverage if you work at least 20 hours per week. You may apply for STD benefits from \$50.00 to \$750.00 (in increments of \$50.00) not to exceed 70% of your pre-disability earnings. You as the employee are responsible for the 100% of the premium payment.

- **Pre-disability earnings** is Your Weekly rate of earnings from your Employer, it does not include bonus, commission overtime, shift differential, or any other extra compensation. It does include contributions **you** make through salary reduction agreement with your employer to 401k, 403b, 408K, 408p, 457 deferred compensation arrangements or an executive nonqualified deferred compensation arrangement.
 - If you are paid on an annual contract basis your weekly rate of earnings is one fifty-second of your annual contract salary
 - If you are paid hourly your weekly rate of earnings is based on your hourly pay rate multiplied by the number of hours you are regularly scheduled to work per week, but not more than 40 hours. If you do not have regular work hours, your weekly rate of earnings is based on the average number of hours you worked per week during the preceding 52 calendar weeks (or during your period of employment if less than 52 weeks), but not more than 40 hours.

NOTE: Your salary (and Benefit election) is locked in as of January 1st unless you experience an employment status change.

Example 1: You are a full-time employee earning a salary of \$60,000 annually. You may elect up to \$750 in weekly benefit as of 1/1. You elect the \$750 maximum. March 1st, you change your position which results in a salary decrease to \$30,000 annually. You are still a full-time employee, and this change is **NOT** a status event. Your benefit eligibility would remain the same (\$750 weekly.) You would continue to pay premium based on the \$750 benefit. ***Should your salary remain \$30,000 as of the next January 1st, your benefit would then be reduced. The maximum benefit you would be allowed to elect is \$400 which is 70% of your \$30,000 earnings.***

Example 2: You are a half time employee earning a salary of \$30,000. You elected \$50 in weekly benefit as of 1/1. On March 1 you move from a half time employee to a full-time employee and your new salary is \$60,000. This **IS** a status change, and you would be allowed to make a change to your benefit election. You could elect up to the \$750 maximum. You would begin paying premium based on the \$750 benefit. ***NOTE: Should you become disabled within 12 months of your increased election (due to a sickness or injury), you would only be eligible for the original benefit of \$50 per week. If you are disabled after the 12 months, you benefits would be the newly elected higher amount.***

*This information is subject to UNE policy and provisions found in Standard Policy and Certificate. *
SPD's and more detailed benefit information can be found at www.une.edu/hr or printed upon your request.

- **Changes to elections at Annual Enrollment**

If you elect to **increase** your coverage (not a new election) **at annual enrollment** there is a 14-day EP for disabilities caused by accidental injury or for disability caused by physical disease, pregnancy, or mental disorder. You are not subject to the 60 day EP.

If you elect to **increase** your coverage (not a new election) **mid-year due to a status change** and if disability occurs within the first 12 months, you are subject to a 14-day EP, but will only receive the “original” benefit election, not the new increased amount for disability caused by physical disease, pregnancy, or mental disorder. Accidental injury claims would be paid at that “new” benefit election amount.

If you make a **new** election mid-year due to a status change you are subject to a 14-day EP for disabilities caused by accidental injury or for disability caused by physical disease, pregnancy, or mental disorder. It is 60 days if used in the first 12 months for non-accidental injury claims.

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