

DISABILITY INSURANCE

Short-term Disability: Basic and Optional

Active, regular, full-time or part-time appointed employees of the University of Arkansas who work twenty or more hours per week (“eligible employees”) may, at the election of each campus, be provided basic short-term disability insurance coverage, the cost of which shall be paid by the University. Such basic coverage shall provide salary replacement for a maximum of twelve weeks, for sixty percent (60%) of covered salary, up to a maximum salary level. There shall be a two week waiting period. With the exception of maternity, all accrued leave balances must be exhausted prior to commencement of disability payments.

Eligible employees may also obtain at their cost optional short term disability coverage – which provides for an additional twelve weeks and the opportunity for salary coverage at higher levels than the basic. In no case shall any combination of basic and optional coverage exceed the elimination period for long term disability.

Long-term Disability: Basic and Optional

Active, regular, full-time or part-time appointed employees of the University of Arkansas who work twenty or more hours per week (“eligible employees”) shall be provided basic long-term disability insurance coverage, the cost of which shall be paid by the University. Such basic coverage shall provide salary replacement for sixty percent (60%) of covered salary with an elimination period of 180 days.

At their cost, eligible employees may obtain optional long term disability insurance in an amount of sixty percent (60%) of covered salary above that salary amount covered by basic disability within a maximum coverage limit.

The President shall approve the carrier, and the premium, terms, maximum eligible earnings and conditions for all such coverage which shall be set forth in summary descriptions and provided to eligible employees.

July 24, 2013 (Revised)  
September 20, 1996 (Revised)  
May 4, 1990 (Revised)  
June 16, 1989 (Revised)  
April 15, 1983 (Revised)  
October 1, 1982 (Revised)  
June 12, 1981 (Revised)  
May 8, 1981 (Revised)  
February 8, 1980 (Revised)  
December 13, 1978