

	<b>Short-Term Disability</b>	<b>Long-Term Disability</b>
<b>Benefit Amount</b>	60% of your weekly pre-disability earnings to a maximum weekly benefit of \$1,500.	60% of pre-disability earnings, not to exceed \$5,500 per month, less income from other sources (e.g., Social Security).  Monthly benefit includes a 15% contribution to an individual TIAA retirement annuity.
<b>Cost</b>	See Calculation Worksheet below	Premium paid by CU Medicine
<b>Enrollment Process</b>	If enrolling within the first 31 days of initial eligibility, the late-enrollment penalty (LEP) does not apply.  If enrolling during Open Enrollment or certain qualifying events - LEP does apply.	Enrollment is automatic after becoming benefits-eligible.
<b>Late Enrollment Penalty (LEP)</b>	If you file a claim for anything other than an accidental injury during the first 12 months after your coverage becomes effective, short-term disability benefits will be subject to the lesser benefit amount for the first 60 days of disability.	N/A
<b>Effective Date</b>	Open Enrollment: July 1  OR  Initial eligibility and qualifying event – 1 <sup>st</sup> of the following month	1 <sup>st</sup> day of the month following benefits-eligibility
<b>Benefit Claim Process</b>	Contact HR within 30 days of disability.	Contact HR 3-4 months following disability.
<b>Benefit Waiting Period</b>	29 days from the date of disability or exhaustion of sick leave, whichever is later.	6 months from the date of disability or exhaustion of sick leave, whichever is later.
<b>Maximum Benefit Period</b>	22 weeks	See plan certificate.

<b>Benefit Taxability</b>	Benefits are not taxable.	Benefits are considered taxable income.
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### Calculation Worksheet

Monthly employee cost is calculated on percentage of salary:

Employee monthly salary multiplied by .60 = percentage of monthly salary

Percentage of monthly salary divided by 100 = amount to determine monthly cost

Multiply this amount by the option rate .1845 = monthly employee cost (deduction from pay)

Example: Employee makes \$2,500.00 per month

$$\$2,500.00 \times .60 = \$1,500.00$$

$$\$1,500.00 / 100 = \$15.00$$

$$\$15.00 \times .1845 = \$2.77 \text{ monthly pay deduction}$$