

Temporary Disability Benefits Plan Administrative Staff

In the event that a member of the administrative staff is unable to work because of a non-work related injury, illness, or pregnancy and can no longer perform the regular duties of his/her position, benefits are provided through a Temporary Disability plan with Unum Provident and a salary continuation plan.

Disability Plan

Benefits through the Unum will begin on the first day of disability in the event of an accident or on the 8th day in the event of illness. If benefits are paid for at least 3 consecutive weeks after the initial waiting period, then the benefits for the waiting period will be retroactively paid. The disability plan pays a weekly benefit of two-thirds of the employee's weekly base salary up to a maximum that is set by the state each year.

The maximum benefit period is 26 weeks for each period of disability. If any subsequent period of disability is due to the same cause or a related cause and separated by less than 14 consecutive days of work, it will be considered one period of disability.

Employees should notify Human Resources as soon as possible if they feel they are eligible for disability benefits. An application is required and the disability must be certified by a physician.

Salary Continuation Plan

The disability benefit will be supplemented by the University's salary continuation plan. Rider will supplement the full-time employee's salary for a number of weeks up to the level shown in the schedule below:

Years of Service

<i>More than</i>	<i>But less than</i>	<i>Full Pay</i>	<i>75% Pay</i>	<i>50% Pay</i>	<i>25% Pay</i>	<i>Total Weeks</i>
0	1	2	0	0	0	2
1	2	3	1	1	1	6
2	3	4	2	2	2	10
3	4	5	3	3	3	14
4	5	6	4	4	4	18
5	6	7	5	5	5	22
6	7	8	6	6	6	26
7	8	9	7	7	7	30
8	9	10	8	8	8	34
9	10	11	9	9	9	38
10	11	12	10	10	10	42
11	12	13	11	11	11	46
12	13	14	12	12	12	50
13	14	15	12	12	12	51
14	0	16	12	12	12	52