

Policy 5.011. Short-Term and Long-term Disability Insurance

Disability insurance benefits are provided for full-time employees absent for an extended period of time as the result of non-job-related illness or injury. Short-term disability commences after an employee has exhausted all accumulated sick leave or after thirty calendar days of absence from work, whichever is later. Long-term disability commences after six months of absence from work.

Short-term disability benefits are provided as follows:

- Weekly benefit - 66 2/3% of basic salary (maximum **\$3,000** per week)
- Benefit begins on 31st day of disability
- Maximum payment period – 26 weeks

Long-term disability benefits are provided in accordance with the terms of the insurance policy. C.E.S. may require medical certifications from a health care provider in the same types and under the same procedures as those applicable to FMLA leave, as well as any medical examinations required by the terms of the insurance policy.

After nine months of absence resulting from a disability, C.E.S. will typically assess the ability of the employee to return to work. If the employee is unable to return to work and perform the essential functions of his or her job, with or without reasonable accommodation, then C.E.S., at its discretion, may terminate the employee. For the purpose of calculating the nine months of absence resulting from a disability, successive periods of disability separated by less than one calendar month are considered as the same disability when the cause or nature of the disability remains the same.

An employee who is terminated under this policy may be able to remain in the C.E.S. medical and dental plans, at the employee's expense. Any employee who has a question about continuation coverage should contact the Personnel Office.

ADOPTED: June 1, 2000
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