



Voluntary Short-Term Disability (STD) Benefit Highlights for The University of Texas System

Eligibility: All active benefit eligible employees who work at least 20 hours per week and continue in UT employment for a term of at least 4.5 months, or are appointed for at least 50% of a standard appointment, are eligible.

Weekly Benefit: 60% of your weekly earnings up to a maximum of \$693 per week. We will reduce the amount of your STD payment by other income benefit payments you may receive.

Weekly Earnings: will equal 1/52nd of your last reported gross annual income from your employer in effect on the day immediately prior to your date of disability.

It includes:

1. hazardous duty pay;
2. longevity pay;
3. employee contributions made through a salary reduction agreement with your employer to an IRC Section 401(k), 403(b), 501(c)(3), 457 deferred compensation plan, or any other qualified or non-qualified employee Retirement Plan or deferred compensation arrangement; and
4. amounts contributed to your fringe benefits according to a salary reduction arrangement under an IRC Section 125 plan.

It does not include:

1. commissions;
2. bonuses;
3. overtime pay;
4. your employer's contribution on your behalf to a Retirement Plan or deferred compensation arrangement; or
5. any other extra compensation.

Premium: You pay 100% of the premium. To calculate your premium, divide your monthly earnings (maximum of \$5,000) by 100; then multiply by 0.267.

For example, your monthly earnings are \$4000.
 $4000 \div 100 = 40 \times 0.267 = \10.68 is your monthly premium.

If you are on a 9 or 12 month contract, divide your contract salary by the number of months in the contract (to a maximum of \$5,000); then divide by 100, and multiply by 0.267.

For example, your 9 month contract salary is \$36,000.
 $36,000 \div 9 = 4000 \div 100 = 40 \times 0.267 = \10.68 is your monthly premium.



Definition of Disability: *Total Disability* means that due to sickness or injury you are continuously unable to perform the material and substantial duties of your regular occupation; and your disability earnings, if any, are less than 20% of your pre-disability weekly earnings.

Partial Disability means that: 1) during the elimination period you would be unable to perform some but not all of the material and substantial duties of your regular occupation; and 2) after the elimination period, due to injury or sickness, you would be able to perform some but not all of the material and substantial duties of your regular occupation; and your disability earnings, if any, would be at least 20% but less than or equal to 80% of your pre-disability weekly earnings.

Elimination Period: Benefits will begin once you have satisfied the elimination period of 14 days for either injury or sickness. NOTE: You must exhaust all of your sick leave before benefits are payable.

Maximum Period Payable: Benefits are payable for 22 weeks. However, benefits are payable for 4 weeks for disabilities caused by, or resulting from, a pre-existing condition.

Limitations: Benefits are not payable for disabilities occurring as a result of:

- commission of, or participation in, or an attempt to commit an assault or felony;
- intentionally self-inflicted injuries;
- attempted suicide, regardless of mental capacity;
- occupational injury or sickness; or
- participation in a war, declared or undeclared, or any act of war.

Benefits are limited for disabilities resulting from a pre-existing condition; see the Maximum Period Payable above.

Pre-existing Condition: A condition which:

1. was caused by, or results from, a sickness or injury for which you received medical treatment; or advice was rendered, prescribed or recommended whether or not the sickness was diagnosed at all, or was misdiagnosed, within 3 months prior to your effective date; and
2. results in a disability which begins in the first 12 months after your effective date.

Guarantee Issue: Evidence of Insurability is required for:

1. previously eligible employees who did not enroll within 31 days of initial eligibility; and
2. previously eligible employees who did not enroll within 31 days of a qualified change in status event.

Note: Evidence of Insurability will not be required for any employee who enrolls for STD during the July 2009 annual enrollment.

This summary is for illustrative purposes only and does not constitute a contract. The full terms and conditions of the coverage are contained in the policies provided to The University of Texas System. If there is any discrepancy between this benefit description and the policy, the terms of the policy will control.



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