

INSURED EMPLOYEE BENEFITS PROGRAMS

I. Purpose

The University of Arkansas System maintains insured benefits programs for eligible employees and other eligible participants. The purpose of this policy is to outline those programs that are available to eligible employees.

II. Life Insurance

The University makes available basic life insurance coverage for eligible employees of the University and other eligible participants in an amount equal to 100 percent of the employee's base annual earnings, subject to a maximum of \$50,000. For any salary not in a multiple of 1,000, the coverage will be rounded up to the next multiple of \$1,000. Basic coverage is employer-paid for eligible employees of the University. Within the terms of the plan document and at the sole cost of the employee or other eligible participant, eligible employees and participants may obtain optional life insurance coverage for covered salary in excess of \$50,000.

III. Long-term Disability Insurance

The University makes available basic long-term disability insurance coverage for eligible employees and other eligible participants. Such basic coverage shall provide salary replacement for 60 percent of covered salary, subject to a salary maximum of \$20,000. Basic coverage is employer-paid for eligible employees of the University. Within the terms of the plan document and at the sole cost of the employee or other eligible participant, eligible employees and eligible participants may obtain optional long-term disability insurance coverage for salary in excess of \$20,000.

IV. Short-Term Disability Insurance

The University makes available basic short-term disability insurance coverage for eligible employees and other eligible participants. Such basic coverage shall provide salary replacement for 60 percent of the covered salary, subject to a maximum salary of \$45,000. Basic coverage is employer-paid for eligible employees of the University for the first three years of eligible employment. Implementation expected no later than July 1, 2025 Campuses may, upon approval by the President and within the terms of the plan document, provide basic coverage beyond the first three years of eligible employment. Within the terms of the plan document and at the sole cost of the employee or other eligible participant, eligible employees and participants may obtain optional short-term disability insurance coverage beyond the initial three years of eligibility (if not provided by the campus for the employee) and for salary in excess of \$45,000. With the exception of maternity leave, all accrued leave balances must be exhausted prior to commencement of disability payments.

V. Other Optional Insurance

As selected by the University, and at the sole cost of the employee or other eligible participant, eligible employees and eligible participants may also obtain dependent life and accidental death and dismemberment insurance and other optional insurance coverages.

For both the basic and optional programs, eligibility for participation, the extent of coverage for eligible employees, dependents and other eligible participants, and the schedule of benefits and premiums, shall be governed by the terms and conditions of the plan documents. The President shall approve the plan documents and determine the carrier or carriers for the forgoing insurance. Eligible participants shall include employees of the University of Arkansas who are employed to work 20 or more hours per week and hold at least a nine-month appointment, and other eligible participants defined as such in the plan documents.

May 23, 2024 (Revised)

May 24, 2018 (Revised) (formerly titled "Term Life and Accidental Death and Dismemberment Insurance")

(Incorporates deleted BP 430.3, *Disability Insurance*)

September 20, 1996 (Revised)

May 4, 1990 (Revised)

November 10, 1989 (Revised)

November 11, 1988 (Revised)

June 25, 1987 (Revised)

October 31, 1986 (Revised)

November 16, 1984 (Revised)

June 17, 1983 (Revised)

May 8, 1981 (Revised)

July 1, 1977