

Faculty and University Staff ^[1]

As a Faculty or University Staff member, you have short-term and long-term disability insurance options. These benefits are administered by The Standard Insurance Company.

Short-term disability: Your enrollment is optional, you pay for premiumsPremiumThe monthly cost to participate in the plan. Typically, it is shared between the employee and the employer. Premiums are deducted from your monthly paycheck. ^[2] and the income benefit is not taxed if you file a claim. If you do not enroll in short-term disability during your initial enrollment period and enroll at a later date, you will be subject to the Late Enrollment Penalty (LEP)Late Enrollment Period (LEP)A penalty imposed by the insurer to employees who do not apply during their initial enrollment period (their new hire enrollment). The penalty is incurred if you enroll in Short-Term Disability at any time other than your new hire enrollment. In this case, 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 a 60-day waiting period, rather than the regular 29-day waiting period. ^[3] See table below. ***New:** Short-term disability monthly rates have been lowered for 2024. ^[4]

Long-term disability: LTD is provided to eligible employees. CU will automatically enroll you after one year of continuous employment in an eligible position. PremiumsPremiumThe monthly cost to participate in the plan. Typically, it is shared between the employee and the employer. Premiums are deducted from your monthly paycheck. ^[2] are paid by CU, and the income benefit is taxable if you file a claim.ClaimA written request such as a reimbursement of a health care expense made by you or your health care provider to the plan administrator whether is medical, dental, vision or a flexible spending account. ^[5]

| Features and considerations | Short-term disability | Long-term disability |
|-----------------------------|-----------------------|----------------------|
|-----------------------------|-----------------------|----------------------|

| | | |
|-------------------------------|---|---|
| Income benefit amount | <p>60% of your weekly pre-disability earnings to a maximum weekly benefit of \$1,500.* Please see <u>rates</u> ^[6] for premiumPremiumThe monthly cost to participate in the plan. Typically, it is shared between the employee and the employer. Premiums are deducted from your monthly paycheck. ^[2] calculations.</p> <p>*Salaries of \$130,000 or more, the premiumPremiumThe monthly cost to participate in the plan. Typically, it is shared between the employee and the employer. Premiums are deducted from your monthly paycheck. ^[2] caps at \$12 due to the benefit cap of \$1,500 per week.</p> | <p>60% of pre-disability earnings, not to exceed a benefit of \$23,625 per month, less income from other sources (i.e., Social Security).</p> |
| Maximum benefit period | <p>22 weeks</p> <p><u>See Certificate for disabilities exclusions</u> ^[7]</p> | <p>If disabled at age:</p> <p>59 or younger 60 through 64 65 through 68 69 or older</p> <p>Benefits continue:</p> <p>age 65 5 years to age 70 1 year</p> <p><u>See Certificate for disability exclusions</u> ^[8]</p> |

PremiumPremiumThe
monthly cost to participate in
the plan. Typically, it is
shared between the
employee and the employer.
Premiums are deducted from
your monthly paycheck. ^[2]
 paid by employee. (Note:
Short-term disability monthly
rates have been lowered for
2024. ^[4])To calculate your
 monthly coverage cost:

Cost

1. Multiple your gross monthly salary by 0.60. This is the percentage of your monthly salary you'll receive while on short-term disability.
2. Divide that number by 100.
3. Multiple this final amount by the option rate 0.1108. This is the amount of money that will be deducted from your pay each month for this coverage.
4. Salaries of \$130,000 or more, the premiumPremiumThe monthly cost to participate in the plan. Typically, it is shared between the employee and the employer. Premiums are deducted from your monthly paycheck. ^[2] caps at \$13.46 due to the benefit cap of \$1,500/week.

PremiumPremiumThe
monthly cost to participate
in the plan. Typically, it is
shared between the
employee and the
employer. Premiums are
deducted from your monthly
paycheck. ^[2] paid by the
 university. Enrollment is
 automatic following one
 year of employment in a
 benefits-eligible position.

Enrollment process

Employee may enroll only during the first 31 days of initial eligibility, during Open Enrollment period Open Enrollment Period The period during which an eligible employee may enroll in, change or cancel CU benefits plans. This event is held every spring, with an effective date of July 1. ^[9] and when changing classification (Qualifying Life Change Qualifying Life Change A family status change or change in eligibility that allows you to make certain changes in your benefits (e.g., birth, marriage, gain in eligibility, loss of eligibility). Also called a qualified life event. ^[10]) from Classified Staff to Faculty/University Staff.

For employees who enroll during the "initial enrollment period" (as a new hire or newly eligible employee), the effective date

Effective Date
The date on which an employee's coverage is officially active.

[11]

is immediately if your hire date/eligibility date is the first of the month. If your hire date/eligibility date is any other day of the month, your coverage will be effective the first of the following month.

For employees who enroll during CU Annual Open Enrollment

Open Enrollment Period
The period during which an eligible employee may enroll in, change or cancel CU benefits plans. This event is held every spring, with an effective date of July 1.

[9], the effective date

Effective Date
The date on which an employee's coverage is officially active.

[11] is July 1 of that plan year.

For employees who enroll when changing classification, effective date

Effective Date
The date on which an employee's coverage is officially active.

[11]

is the first of the month following this

Qualifying Life Change

Qualifying Life Change
A family status change or change in eligibility that allows you to make certain

changes in your benefits

(e.g., birth, marriage, gain in

Effective date
Effective Date
The date on which an employee's coverage is officially active. [11]

(subject to active work provisions)*

First day of the month following your one-year anniversary of employment in a benefits-eligible position.

Late
enrollment
penalty (LEP)

Late
Enrollment
Period (LEP)

A penalty
imposed by
the insurer to
employees
who do not
apply during
their initial
enrollment
period (their
new hire
enrollment).

The penalty is
incurred if
you enroll in
Short-Term
Disability at
any time other
than your new
hire

enrollment. In
this case, 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
a 60-day
waiting

Employees who do not apply during their "initial enrollment period" are subject to the LEP, which means 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 a 60-day waiting period, rather than the regular 29-day waiting period.

N/A

Benefit Waiting Period
Benefit Waiting Period
The period that you must be continuously disabled before benefits become payable. ^[12]

The Benefit Waiting Period is 29 days from the date of disability or when sick leave is exhausted, whichever is later.

Benefits Waiting Period is the period you must be continuously disabled before short-term disability benefits become payable. No short-term disability benefits are payable for the Benefit Waiting Period.

The Benefit Waiting Period is 6 months from the date of disability or when sick leave is exhausted, whichever is later.

Benefits Waiting Period is the period you must be continuously disabled before long-term disability benefits become payable. No long-term disability benefits are payable for the Benefit Waiting Period.

Income benefit taxability

Benefit is not taxable income.

Benefits is taxable income.

Benefit claim process

Contact your campus Human Resources department and Employee Services within 30 days of disability.

Contact your campus Human Resources department and Employee Services 3 - 4 months following disability.

***Subject to "active work provisions": You must be capable of active work on the day before the scheduled effective date of your insurance.**

Plan details

- [CU Faculty and University Staff Short-Term Disability Insurance Certificate](#) ^[7] (20 pages)
- [CU Faculty and University Staff Long-Term Disability Insurance Certificate](#) ^[8] (23 pages)
- [CU Short Term Disability: Amendment No. 10](#) ^[13] (1 page)
- [How to File a Short-Term Disability Claim](#) ^[14] (2 pages)

You know it's important, but how much insurance do you need?

The Standard can help! Their decision tool and calculator can help you determine whether you need more of a given type of insurance. This newfound knowledge can guide your decisions.

[Get started](#) ^[15]

Groups audience:
Employee Services
Right Sidebar:

ES: Benefits & Wellness - New Employee Sidebar
ES: Benefits & Wellness - IWT Disability Insurance
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Source URL:<https://www.cu.edu/employee-services/benefits-wellness/new-employee/disability-insurance/faculty-and-university-staff>

Links

[1] <https://www.cu.edu/employee-services/benefits-wellness/new-employee/disability-insurance/faculty-and-university-staff> [2] <https://www.cu.edu/es-benefits-glossary/premium> [3] <https://www.cu.edu/es-benefits-glossary/late-enrollment-period-lep> [4] <https://www.cu.edu/blog/work-life/short-term-disability-rates-lowered-2024> [5] <https://www.cu.edu/es-benefits-glossary/claim> [6] <https://www.cu.edu/docs/faculty-staff-rate-sheet> [7] <https://www.cu.edu/docs/cu-short-term-disability-faculty-officers-and-university-staff> [8] <https://www.cu.edu/docs/cu-long-term-disability-faculty-officers-and-university-staff> [9] <https://www.cu.edu/es-benefits-glossary/open-enrollment-period> [10] <https://www.cu.edu/es-benefits-glossary/qualifying-life-change> [11] <https://www.cu.edu/es-benefits-glossary/effective-date> [12] <https://www.cu.edu/es-benefits-glossary/benefit-waiting-period> [13] <https://www.cu.edu/docs/cu-short-term-disability-amendment-no-10> [14] <https://www.cu.edu/docs/how-file-short-term-disability-claim> [15] <https://www.standard.com/edu/university-colorado/63951>