Article 27
Life and Disability Insurance
(University, January 19, 2018)

27.1 The University will provide Bargaining Unit Faculty Members the same program of life insurance, accidental death and dismemberment insurance and long-term disability insurance under the same terms, conditions, limitations and restrictions as that available to faculty who are not represented by collective bargaining.

27.1 Life Insurance. For the duration of this Agreement, the University will provide, at no cost to the Bargaining Unit Faculty Member, term life insurance in an amount equal to 2.44 times the Bargaining Unit Faculty Member’s annual base salary for those Members with academic year appointments, and in an amount equal to 2.00 times the Bargaining Unit Faculty Member’s annual base salary for those Members with fiscal year appointments, with a maximum limit of $400,000 for all academic and fiscal Members.

27.2 Accidental Death and Dismemberment Insurance. For the duration of this Agreement, the University will provide, at no cost to the Bargaining Unit Faculty Member, accidental death and dismemberment insurance in an amount equal to 2.44 times the Bargaining Unit Faculty Member’s annual base salary for those Members with academic year appointments, and in an amount equal to 2.00 times the Bargaining Unit Faculty Member’s annual base salary for those Members with fiscal year appointments, with a maximum limit of $400,000 for all academic and fiscal Members.

27.3 Long Term Disability Insurance. For the duration of this Agreement, the University will provide, with no premium contribution by the Bargaining Unit Faculty Member, long term disability insurance. This coverage pays a disability income benefit beginning after six months of total disability. The benefit amount is equal to 60 percent of a Bargaining Unit Member’s monthly earnings (with a maximum benefit of $10,000 per month) less any income benefits payable by STRS, Social Security, or Workers’ Compensation. In addition, the plan contributes 10 percent of the Member’s usual monthly earnings to a retirement annuity during each month the Member receives group disability benefits. The value of this annuity contract is payable on a lifetime income basis when monthly disability benefits cease or when disability ends.