OM 8.1.6 Group Total Long Term Disability Benefits Plan – Cigna

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About This Policy

Effective Date: November 1986
Last Updated: December 2016
Responsible University Office: Human Resources
Responsible University Administrator: Chief Inclusion and Human Resources Officer
Policy Contact: Human Resources clarksonhr@clarkson.edu

Policy

This voluntary plan provides each insured employee who qualifies for total disability with the following benefit(s), which begin on the first day of the month following six consecutive months of total disability and continues until such disability has ended or until the maximum period as defined in the plan document.

1. A monthly income benefit equal to 60% of covered base salary not to exceed benefits payable of $5,400 monthly. This benefit will be reduced by any other sources of income as defined in the group long-term policy.
2. A monthly contribution to the individual’s retirement annuity contact equal 9.6% of covered base salary as of the date the disability began. This benefit does not apply to any voluntary contributions.

The cost of the Group Total Disability Benefits plan is paid in part by the University and in part by the employee. Participation in this plan is optional and a one-year waiting period is required. Employees who do not join the plan within thirty days after the required one-year waiting period will be required to submit a statement of health and their participation in the plan will be subject to approval by Cigna.

History

Revised November 1986
Policy Revised October 1989
Policy Revised October 1989
Policy Revised July 2003
Section Renumbered & Editorial Revision July 2011
Section Renumbered July 2012
Editorial Revision (benefit provider name) December 2016

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