

# Your Guide to UC Disability Benefits

UNIVERSITY  
OF  
CALIFORNIA

## **KEY DEADLINES**

### **WITHIN 31 DAYS OF BEING HIRED BY UC**

- Enroll in Voluntary Short-Term Disability, Voluntary Long-Term Disability or both now when you won't need to submit a statement of health.

### **BEFORE DISABILITY LEAVE BEGINS**

#### **As soon as you know you need to take a disability leave:**

- Talk with your supervisor, the person or office coordinating your leave, or the UC Retirement Administration Service Center (if you're eligible for UCRP Disability) about your situation.
- See your doctor—to be certified for disability income, you need to be under a doctor's continuous care.
- File claim(s) for disability benefits (see page 14 for details).
- To continue benefits during an unpaid leave, your method of payment for the employee portion of your premiums depends on your location. If you use UCPath to manage your benefits, you'll receive billing statements from them once you're placed on unpaid leave. Otherwise, you will need to make payment arrangements with your Benefits Office.

### **DURING YOUR DISABILITY PERIOD**

#### **Keep your supervisor updated regarding your status and any changes in your planned return to work date.**

As soon as possible after your last day on pay status:

- Make arrangements to continue your health and welfare benefits
- If you have a 403(b) loan, make arrangements to continue or suspend payments or to repay the loan in full

Track the maximum continuation periods for your benefit plans and take action to convert or port if desired.

### **AFTER YOUR DISABILITY ENDS**

#### **Within 31 days after you return to work:**

- Contact your leave coordinator as soon as you return to work. At a minimum, you'll need to review your benefits within 31 days after you return to work. When you return, you'll need to follow the appropriate process to restart your benefits.
- Contact UCPath or your Payroll Office to make sure that any deductions from your paycheck for 403(b) loan repayments will resume.

#### **Tip**

Remember that when you're applying for disability and making changes to your benefits, it's your responsibility to meet the deadlines set by UC and the insurance carrier. Be sure to leave yourself enough time to do this.

#### **Soon after you return to work:**

- Contact your leave coordinator to find out if you need to restart payments on any previous UCRP service credit purchase you have in progress.
- Consider a service credit purchase for your time on leave (see page 25 for details).

#### **Got questions?**

For general information, UC publications and forms, and details on benefit plans check out UCnet ([ucnet.universityofcalifornia.edu](http://ucnet.universityofcalifornia.edu)). UC's disability policies are available at [ucal.us/disabilitypubs](http://ucal.us/disabilitypubs).

For questions about your Voluntary Disability coverage, contact Lincoln Financial (formerly Liberty Mutual) at 800-838-4461, or visit [mylincolnportal.com](http://mylincolnportal.com), code: UNIVERSITY.

To review your benefits, sign in to your UC benefits account ([ucal.us/accounts](http://ucal.us/accounts)). You can also contact your local Benefits Office for help.

By authority of the Regents, University of California Human Resources, located in Oakland, administers all benefit plans in accordance with applicable plan documents and regulations, custodial agreements, University of California Group Insurance Regulations, group insurance contracts, and state and federal laws. No person is authorized to provide benefits information not contained in these source documents, and information not contained in these source documents cannot be relied upon as having been authorized by the Regents. Source documents are available for inspection upon request (800-888-8267). What is written here does not constitute a guarantee of plan coverage or benefits—particular rules and eligibility requirements must be met before benefits can be received. The University of California intends to continue the benefits described here indefinitely; however, the benefits of all employees, retirees and plan beneficiaries are subject to change or termination at the time of contract renewal or at any other time by the University or other governing authorities. The University also reserves the right to determine new premiums, employer contributions and monthly costs at any time. Health and welfare benefits are not accrued or vested benefit entitlements. UC's contribution toward the monthly cost of the coverage is determined by UC and may change or stop altogether, and may be affected by the state of California's annual budget appropriation. If you belong to an exclusively represented bargaining unit, some of your benefits may differ from the ones described here. For more information, employees should contact their Human Resources Office and retirees should call the UC Retirement Administration Service Center (800-888-8267).

In conformance with applicable law and University policy, the University is an affirmative action/equal opportunity employer. Please send inquiries regarding the University's affirmative action and equal opportunity policies for staff to Systemwide AA/EEO Policy Coordinator, University of California, Office of the President, 1111 Franklin Street, 5th Floor, CA 94607, and for faculty to the Office of Academic Personnel and Programs, University of California, Office of the President, 1111 Franklin Street, Oakland, CA 94607.

Having the right disability insurance in place is a critical—and often overlooked—piece of your financial safety net. It can give you essential peace of mind should illness or injury ever prevent you from working for a long time. This type of insurance can also replace a portion of your salary during pregnancy and for the first few weeks after childbirth.

As a UC employee, you have a wide range of options for disability coverage. This guide outlines:

- The types and amounts of disability coverage that may be available to you
- How the plans work together
- How to apply for disability benefits
- How benefits are paid
- Your options for continuing other UC benefits during your disability
- What happens when your disability ends or your coverage runs out

It also includes important information to consider about your choices regarding Voluntary Disability insurance, for which you pay the premiums.

If you're a faculty member, some of the information in this fact sheet may not apply to you. For more information about what you need to know and do, please see the *Disability Benefits for Faculty Fact Sheet* ([ucal.us/disabilityfaculty](http://ucal.us/disabilityfaculty)).

If you expect to become pregnant, the *Pregnancy, Newborn Child and Adopted Child Fact Sheet* ([ucal.us/pregnancy](http://ucal.us/pregnancy)) provides information specific to your situation.

Please note that this is a summary of your benefits only; additional requirements, limitations and exclusions may apply. Refer to applicable plan documents and regulations for details. The Group Disability Income policy issued by the carrier and the University of California Group Insurance Regulations and other applicable UC policies will take precedence if there is a difference between the provisions therein and those of this document.



# Table of Contents

UC's Disability Plans.....	4	Continuing Other UC Benefits While on Disability.....	16
Making Choices about Voluntary Disability.....	5	Continuing Your Benefits: What You Need To Do.....	20
Understanding UCRP Disability.....	7	Disability and Your Retirement Benefits.....	21
How the Plans Work Together.....	9	During Your Disability.....	22
Examples of How the Plans Work Together.....	11	When Your Disability Leave Ends.....	23
How to Apply for Disability.....	14	If You Decide to Retire.....	25
Once You've Applied: What Happens Next.....	15		

# UC's Disability Plans

UC employees have access to a variety of disability benefit options. They work in concert with each other to provide you with varying amounts of coverage. In most cases, disability coverage from all sources combined can provide you with a maximum of 60 percent of your eligible earnings.

## **DISABILITY INSURANCE PLANS**

If you're eligible for full, mid-level or core benefits, UC offers the following plans:

A basic version, called **Basic Disability**, which covers up to 55 percent of your eligible monthly earnings to a maximum of \$800 per month. The six month benefit period includes a 14-day waiting period before you begin receiving benefits, and you must use up to 22 days of sick leave, if available. If you're an employee eligible for benefits, you're covered at no cost to you. This plan doesn't cover work-related injuries or illnesses (see "Other Disability Leave and Benefit Options"). While you're receiving Basic Disability income, UC continues to pay its portion of your medical premiums. Since UC pays for this coverage, your Basic Disability income is generally taxable.

A version for short-term disabilities, called **Voluntary Short-Term Disability (VSTD)** that supplements your Basic Disability coverage. This plan offers more comprehensive coverage—60 percent of your eligible earnings, with a maximum benefit of \$15,000 per month. As with Basic Disability, the six month benefit period includes a 14-day waiting period, and you must use up to 22 days of sick leave, if available. This plan is a good option to cover short-term needs such as pregnancy, most illnesses and minor surgeries.

Since VSTD is employee-paid and supplements Basic Disability coverage, the income you receive is partially taxable.<sup>1</sup>

A version for long-term disabilities, called **Voluntary Long-Term Disability (VLTD)**. VLTD benefits start six months after your date of disability or when VSTD benefits end, whichever is later.

<sup>1</sup> Participants in the VSTD plan receive one monthly benefit check which includes both the UC-paid \$800 Basic Disability benefit and an additional amount bringing their total payment to 60 percent of their of eligible earnings, up to a maximum of \$15,000 per month. The \$800 Basic Disability benefit is the only taxable portion of the monthly benefit.

### **Social Security normal retirement age**

Full retirement age (also called "normal retirement age") had been 65 for many years. However, beginning with people born in 1938 or later, that age gradually increases until it reaches 67 for people born after 1959. Go to [SSA.gov](http://SSA.gov) to calculate your retirement age.

The plan pays 60 percent of your eligible earnings, with a maximum benefit payment of \$15,000 per month, and benefits can last until your Social Security normal retirement age. This type of plan doesn't pay for the first six months of disability, but offers long-term benefits in cases of catastrophic injury or illness, or permanently disabling conditions.

After 24 months of VLTD, the definition of disability becomes more restrictive. If you still qualify, you receive up to 60 percent of your eligible earnings until your disability ends or you reach the Social Security normal retirement age, whichever is earlier.

There are a few exceptions:

- If your disability is due to a mental health or substance abuse diagnosis, VLTD benefits are limited to 24 months.
- If your disability is related to a condition you were diagnosed with or had treatment for prior to your initial enrollment in Voluntary Disability Insurance and your disability leave begins within one year after your enrollment, you will not be eligible for VLTD benefits for that condition. (You will be eligible for VSTD or Basic Disability benefits.)

You pay the entire premium for VSTD and VLTD. The cost varies depending on your age, salary and your UC Retirement Plan eligibility.

VLTD may provide payments for work-related disabilities, in coordination with Workers' Compensation. If you are receiving other sources of income (Workers' Compensation, UCRP Disability, Social Security disability income, state disability) that exceed 60 percent of your eligible income, VLTD would pay a minimum of \$100 per month.

VLTD income is generally not taxable, since you pay the premiums with after-tax dollars.

You may choose to purchase VSTD, VLTD or both.

See "Making Choices about Voluntary Disability" on page 5 for additional important information about these plans.

## **DISABILITY INCOME FROM UCRP**

UC Retirement Plan (UCRP) disability income is available to you if you're a member of UCRP, meet the vesting requirements and have a disability that's expected to last 12 months or longer. It replaces a maximum of 25 to 40 percent of your salary, depending on when you joined UCRP and the amount of service credit you have. You may also be eligible to have UC contribute some portion of the cost of your medical and dental premiums while you receive UCRP disability income. UCRP disability income is generally taxable.

If you're a Safety member, you'll find UCRP disability information that applies to you in the *Summary Plan Description for Safety Members*, at [ucal.us/UCRPsafety](http://ucal.us/UCRPsafety).

### **OTHER DISABILITY LEAVE AND BENEFIT OPTIONS**

If your disability is work-related, state **Workers' Compensation** benefits may provide you with up to two-thirds of your salary (up to a maximum of \$1,251.38 per week in 2019). You can supplement the Workers' Comp benefits up to 100 percent of your salary by using accrued sick leave. Once you use up your sick leave, you may be eligible for Workers' Comp Extended Sick Leave, which will supplement your Workers' Compensation up to 80 percent of your salary.

To learn more about Workers' Compensation, contact the Workers' Compensation manager at your location (there's a directory of UC Workers' Compensation managers at [ucal.us/workerscompmanagers](http://ucal.us/workerscompmanagers)). Or see California's Workers' Compensation website, [www.dir.ca.gov/dwc](http://www.dir.ca.gov/dwc).

If your location participates in the **Catastrophic Leave Donation Program** and you are a non-represented staff member, you may be able to extend your time on full pay and benefits. You'll find information about this program in the "Leaves of Absence" policy document at [policy.ucop.edu/doc/4010406/PPSM-2-210](http://policy.ucop.edu/doc/4010406/PPSM-2-210). If you belong to a union, please see the collective bargaining agreement that applies to you.

If you contribute to **Social Security** (or have in the past), contact the agency to find out about disability benefits for which you may be eligible. You may qualify based on contributions by a spouse or former spouse. To learn more, go to the Social Security website at [www.ssa.gov/disability](http://www.ssa.gov/disability).

You must apply with the Social Security Administration for benefit payments under that plan when it is determined that the total disability will extend beyond a 12-month period. If you do not apply for Social Security disability benefits, your Voluntary Disability benefit may still be reduced by an estimated Social Security disability benefit amount. If the application is denied by the Social Security Administration, UC requires you to appeal the denial to the full extent afforded under the Social Security appeals process. If you do not appeal the denial your benefit will still be reduced by an estimate Social Security Disability benefit amount.

If Social Security disability benefits are awarded and the amount you are eligible to receive was overestimated, you will be reimbursed for that amount by the insurance carrier (Lincoln Financial).

## Making Choices About Voluntary Disability

The choices you make about Voluntary Disability will have important repercussions for you and your family if you need to use your coverage. Here are some issues to consider in deciding how to tailor your coverage:

### **THREE KEY THINGS TO KNOW:**

- UC does not participate in California State Disability Insurance (CA-SDI). If you've worked for UC for less than 18 months and your previous employer was in California, you may be eligible for CA-SDI benefits under your previous employer.
- Enrolling in Voluntary Short-Term Disability (VSTD) and/or Voluntary Long-Term Disability (VLTD) allows you to replace substantially more of your salary than employer-paid Basic Disability alone. You may find that the comparatively higher level of replacement income from VSTD and VLTD provides crucial help in covering not only your usual living expenses, but the extra medical costs that can come with a lengthy period of disability.
- If you think you may need this type of insurance, it's to your advantage to enroll when you're first hired, during your new hire period of initial eligibility, or PIE. (This is usually a 31-day period that starts on your hire date.) Unlike other benefits, VSTD and VLTD aren't usually open for enrollment during UC's annual Open Enrollment period. If you want to enroll later, you'll have to submit a statement of health, which could disqualify you from adding coverage based on a current or pre-existing medical condition.

### **FACTORS TO CONSIDER:**

- **Are you considering becoming pregnant?** If you think you may become pregnant, it's wise to sign up for VSTD. For most pregnancies, the disability period begins two weeks before birth and ends six weeks after birth (eight weeks for a Caesarian section), so a plan such as VLTD, which only covers disabilities lasting more than 6 months, wouldn't pay a benefit. Don't wait until you're pregnant to enroll. You'll be required to submit a statement of health, and if you're already pregnant, your enrollment application will not be accepted.
- **Do you have a lot of non-negotiable monthly expenses?** If you've recently purchased a new house, for instance, you may not want to risk a long period without income to help pay your mortgage. Enrolling in both VSTD and VLTD provides you with the most protection for all types of disabilities.

#### **Important! See your doctor.**

To receive benefits under any form of disability coverage, you must be under a doctor's continuous care.

## Making Choices About Voluntary Disability

- **How much sick leave have you accrued?** If you have been with UC for a long time and have a lot of accrued sick leave that you could use during the first six months of a disability, you might only need VLTD. If you don't have much, you might consider VSTD.
- **How's your savings cushion?** If you have substantial savings that could tide you over the first six months of a disability, you might choose VLTD only. If not, you should consider both VSTD and VLTD for the most protection.

To estimate the premiums for VSTD and VLTD, use the Insurance Premium Estimator on [ucal.us/premiumestimator](http://ucal.us/premiumestimator).

**Definition of disability:** The definition of disability changes with the type of coverage you receive:

- **Basic and Voluntary Short-Term Disability**—In order to receive benefits, you must be disabled from your job at UC, based on the demands and duties of your position.
- **Voluntary Long-Term Disability**—For the first 24 months of VLTD benefits, in order to receive benefits, you must be disabled from your own occupation, based on the demands and duties that employers (throughout the national economy) ordinarily require for that occupation. From the 25th month onward, you must be disabled from any occupation (throughout the national economy) for which you are reasonably suited.

(Note that UCRP defines disability differently; for details, please see “Understanding UCRP Disability” at right.)

**Pre-existing conditions:** The Basic and VSTD Plans do not have exclusions for pre-existing conditions.

The VLTD Plan has some exclusions for disabilities resulting from medical conditions diagnosed or treated prior to enrollment in the plan. See UC's Disability Policy for complete information.

**Mental Illness and Substance Abuse:** VLTD benefits for these issues are generally limited to a 24-month lifetime maximum benefit, unless you remain continuously hospitalized or in an extended treatment plan.



# Understanding UCRP Disability

UCRP disability income differs in several ways from Basic and Voluntary Disability. If you're a UCRP member, you don't need to enroll. It becomes available to you as a UCRP member based on your years of service credit and the date you joined UCRP. (If you enrolled in the Savings Choice retirement plan, you are not a member of UCRP.) The disability date that UCRP uses to determine when payments begin may be different than the date the other disability plans use. And under UCRP Disability, there is no set waiting period. Instead, your benefits are payable beginning on your disability date, which is the later of:

- The first of the month in which the Plan Administrator receives your application; or
- The day after your last day on pay status.

UCRP's definitions of disability, which determine your eligibility for disability income under UCRP are different, too—and vary depending on when you joined UCRP.

If you're an inactive UCRP member and you left your UCRP accumulations in the Plan, you are eligible to apply for disability income within 12 months of leaving UC employment if medical evidence shows that you would have been entitled to disability income as of your separation date.

## HOW UCRP DEFINES DISABILITY:

**If you joined the plan on or after April 1, 1980**, disability is defined as an inability to engage in gainful employment activity permanently or for extended and uncertain duration as a result of a physical and/or mental impairment. In the first year following your disability date, gainful employment is activity that would earn at least 50 percent of your final salary\*. After that, gainful employment is activity that would earn in excess of the annually published monthly Social Security dollar amount (for 2018, \$1,180 per month).

**If you joined the plan before April 1, 1980**, disability is defined as an inability to earn 80 percent or more of your final salary\*; this definition applies in the first two years following your disability date. Beginning the third year after your disability date, it's an inability to earn 70 percent or more of your final salary\*.

\* Final salary is your full-time equivalent compensation as of your UCRP disability date (or as of your medical separation date, if higher). If you worked less than your full and normal appointment during the last 12 months, your final salary will be adjusted based on your average percentage of time on pay status over the 36 months of continuous service before your separation date. However, if your doctor had you reduce the percentage of time you worked during this period because of your disability, your final salary will be calculated as if you had continued to work at your normal percentage of time. Full-time equivalent compensation is 100 percent of the covered compensation you would earn if employed full-time. This includes payment for approved leave of absence with pay, as well as amounts such as shift differentials. Not included are overtime or "by agreement" payments.

**If you have separate periods of UCRP** service that began both before and after April 1, 1980, the definition that applies to you will be based on the first date you joined UCRP.

## UCRP DISABILITY INCOME: HOW MUCH?

The amount of UCRP disability income available to you is defined as a percentage of your final salary. The specifics vary based on when you joined UCRP and your years of service credit.

### IF YOU JOINED UCRP BEFORE JULY 1, 2013 (1976 TIER)

Generally, the maximum possible benefit is 40 percent of your final salary.

**If you pay into Social Security**, your benefit is calculated as:

- 15 percent of final salary, plus 2.5 percent of final salary per year of service credit greater than two, up to 40% of your final salary.
- A Social Security offset of \$106.40, to cover what UC paid into Social Security on your behalf, will be subtracted from this amount.

Years of Service Credit	Percentage of Final Salary
5+	22.50%
6+	25.00%
7+	27.50%
8+	30.00%
9+	32.50%
10+	35.00%
11+	37.50%
12+	40.00%

**If you do not pay into Social Security**, your benefit is calculated as:

- 25 percent of final salary, plus 5 percent of final salary per year of service credit greater than two, up to 40 percent of your final salary.
- For each eligible child, add 5 percent of final salary up to 20 percent additional salary total.

# Understanding UCRP Disability

Years of Service Credit	Percentage of Final Salary				
	No eligible children	One eligible child	Two eligible children	Three eligible children	Four eligible children
5–12	40%	45%	50%	55%	60% (maximum)

## IF YOU JOINED UCRP AFTER JULY 1, 2013 (2013 TIER)

The maximum possible benefit is 25 percent of your final salary. Your benefit is calculated as:

- 8 percent of final salary, plus 1.7 percent of final salary per year of service credit greater than two, up to 25 percent of your final salary (see table below).

Years of Service Credit	Percentage of Final Salary
5+	13.10%
6+	14.80%
7+	16.50%
8+	18.20%
9+	19.90%
10+	21.60%
11+	23.30%
12+	25.00%

**If you have separate periods of service** in both the 1976 Tier and the 2013 Tier, your benefit is calculated as the greater of:

- A weighted average of 1976 Tier and 2013 Tier Calculations or
- Disability income under the 1976 Tier alone.

## COST OF LIVING INCREASES

If you're receiving UCRP disability income, you'll receive an annual cost of living increase (COLA). Your first COLA will be payable beginning in the July after you've received disability income for one year.

The COLA is based on the Consumer Price Index (CPI) increase for the preceding year, and generally equals 100 percent of the CPI increase up to 2 percent; and 75 percent of the CPI increase over 4 percent. The maximum COLA is 6 percent. If the CPI decreases, UCRP disability benefits are not reduced.

## SERVICE CREDIT AND DISABILITY: WHAT YOU NEED TO KNOW

### BASICS

Your service credit is the unit that describes how much time you have worked as a UCRP member. If you work one year at full time, that's one year of service credit. One year of work at 50 percent time is one-half year of service credit. To be eligible for UCRP disability, you need to have at least five years of service credit.

### SERVICE CREDIT PURCHASE

Service credit that determines your eligibility for disability income may include service credit you purchased for an earlier period of UC employment. Service credit that you purchased for a leave period, though, doesn't count toward your eligibility for UCRP disability.

### RECIPROCITY

If you've earned service credit in a retirement plan with which UC has reciprocity or another special arrangement (such as CalPERS), that service credit may be included in determining your *eligibility* for disability income. (It won't, though, be used to calculate the *amount* of your disability benefit.)

### EARNING SERVICE CREDIT DURING UCRP DISABILITY

Generally, you don't earn service credit when you're not on active pay status. But while receiving UCRP disability income, you may be eligible to earn service credit at the same rate as your last twelve months on pay status before your UCRP disability date. You will be eligible to accrue service credit until your potential retirement income is equal to or greater than your UCRP disability income. This is called reaching your service cap.

One more thing: Any service credit you've earned while on disability does not affect your disability benefit—but when you retire, this service credit may increase your retirement benefit and UC's contribution toward your retiree health insurance, if you're eligible.

## How the Plans Work Together

### **WHAT UC PAYS TOWARD HEALTH PREMIUMS DURING UCRP DISABILITY**

If you are approved for UCRP disability income, you may be eligible to continue some health and welfare benefits. If you're eligible, the percentage of the UC contribution toward your medical and dental premiums would be the greater of:

- 50 percent of UC's contribution before you began your disability leave; or
- The percentage of UC's contribution for which you would otherwise be eligible in retirement, based on your age, your years of service and when you joined UCRP (see [ucal.us/ucrphwb](http://ucal.us/ucrphwb) for details).

You pay the full cost of the vision, legal and AD&D plans.

Please note that to be eligible for UC contributions to your medical and dental premiums while on UCRP disability, you must have continued your UC-sponsored health insurance, even if you're on a leave without pay or have separated from UC employment. For more details about eligibility, please see UCnet.

### **IF YOU'RE ELIGIBLE TO RETIRE**

If you become disabled and are eligible to retire, you may do so at any time and need not apply for UCRP disability income. It may, though, be to your advantage to apply for disability: Depending upon your age, years of service credit and other factors, you may be eligible for a higher monthly income benefit and higher UC medical and dental contributions if you're approved for UCRP disability income than if you retire.

If you become eligible to retire while receiving UCRP disability income, you may elect to retire at any time. If you do so, even if you have fewer than 10 years of service credit, your medical and dental insurance will continue, with UC making 50 percent of its maximum contribution.

Also, you may elect to apply for retirement income while your disability income application is pending. Be aware that your application for UCRP Disability must be received prior to the date your retirement election is irrevocable unless the delay is due to administrative error or your medical condition. It becomes irrevocable on your retirement date, or 15 days after the date on your retirement confirmation letter, whichever is later. If your disability claim is approved, you will have to choose whether to accept disability income or to withdraw your disability application and continue to receive retirement benefits.

All UC disability benefits are designed to work together. The length of your coverage depends on whether you purchase Voluntary Short- and/or Long-Term Disability and whether you are eligible for UCRP Disability.

Remember that in most cases, disability coverage from all sources combined can provide you with a maximum of 60 percent of your eligible earnings. In some cases, you might receive disability income from VSTD while your application for Workers' Compensation or UCRP Disability is pending. If your application with the second source is approved, you may need to reimburse the VSTD plan for any duplicate benefits you receive. (For more details, see "During Your Disability: Receiving Disability Benefits" on page 22.)

You're also required to use up to 22 days of accrued sick leave, if you have it, before you begin receiving Voluntary Short-Term Disability benefits. (This is a good thing, as you'll continue to receive full pay and benefits while using sick leave.) If you have more than 22 days of sick leave, you may use that, as well as vacation leave, if you wish. If you don't have enough sick and/or vacation leave to cover the waiting period, the rest of the waiting period will be unpaid. (See the examples on page 11 for illustrations of how sick and vacation leave combine with various types of disability coverage.)

Table 1, UC-Sponsored Disability Plans on page 10 summarizes the differences among the UC plans.

# How the Plans Work Together

**TABLE 1: UC-SPONSORED DISABILITY PLANS**

	<b>Basic Disability</b>	<b>Voluntary Short-Term Disability</b>	<b>Voluntary Long-Term Disability</b>	<b>UCRP Disability*</b>
<b>What it pays</b>	Maximum of 55% of eligible earnings; cap of \$800 per month	Maximum of 60% of eligible earnings (combined with other benefits such as Basic Disability and Workers' Compensation); cap of \$15,000 per month	Maximum of 60% of eligible earnings (combined with other benefits such as Workers' Compensation); cap of \$15,000 per month	1976 Tier: Maximum of 40% of final salary (minus \$106.40)  2013 or 2016 Tier: Maximum of 25% of final salary
<b>Length of coverage</b>	6 months maximum (including waiting period)	6 months maximum (including waiting period)	To the Social Security normal retirement age	If Disability Date** is before age 65, the later of 5 years or until age 65 (for 2013 or 2016 Tier members and 1976 Tier members coordinated with Social Security) or 67 (for 1976 Tier members not coordinated with Social Security). If Disability Date is on or after age 65, the later of 12 months or age 70.
<b>Waiting period</b>	14 days (you are required to use up to 22 days of sick leave, if available)	14 days (you are required to use up to 22 days of sick leave, if available)	Benefits begin the later of 6 months after the date of disability or when short-term benefits end	No waiting period. Benefits are payable beginning on your UCRP disability date. See "Understanding UCRP Disability" section for details.
<b>Who's eligible</b>	Employees eligible for full, mid-level or core benefits	Employees eligible for full, mid-level or core benefits who enroll and pay the premiums	Employees eligible for full, mid-level or core benefits who enroll and pay the premiums	UCRP members with a minimum of 5 years service credit who meet the UC Disability Definitions criteria** (For members who joined before 4/1/80, two years minimum service credit.)
<b>Cost to you</b>	None—UC pays	Depends on your age and salary	Depends on your age, salary and UCRP tier	Included in your UCRP contribution
<b>Do UC medical, dental, other benefits continue?</b>	Yes. UC's contributions for medical continue. If your leave is an approved Family and Medical Leave (FML), UC's contributions for dental and vision also continue for up to 12 weeks. If your disability leave is for pregnancy, UC's contributions for health benefits may extend further. If your leave is not FML, you may continue dental and vision coverage if you pay the full premiums (your cost and UC's).	Yes. UC's contributions for medical continue. If your leave is an approved Family and Medical Leave (FML), UC's contributions for dental and vision also continue for up to 12 weeks. If your disability leave is for pregnancy, UC's contributions for health benefits may extend further. If your leave is not FML, you may continue dental and vision coverage if you pay the full premiums (your cost and UC's).	Only if you choose to continue these benefits and pay both UC's and your portion of premiums.	Generally, yes, provided the member was enrolled as of the date of separation and maintained continuous coverage until UCRP disability income became effective. See "Understanding UCRP Disability" section for details.

\* If you have separate periods of UCRP service in both tiers, see "How UCRP Defines Disability," on page 7 for the information that applies to you.

\*\* The UCRP disability date may not be the same date your disability is considered to have begun under Basic and/or Voluntary Disability. For details about the UCRP disability date, see "Understanding UCRP Disability" on page 7.

## Examples of How the Plans Work Together

Your disability benefits can combine in various ways to provide you with income and benefits while you're unable to work. These examples below illustrate some potential disability scenarios and coverage.

### **NON-WORK RELATED INJURY OR ILLNESS**

**Scenario 1:** You are in a car accident and, as a result of your injuries, you are unable to work for three months. You have accrued 15 sick days.

#### **BASIC DISABILITY INSURANCE ONLY**

<b>Week</b>	Week 1 through 3	Week 4 through Week 12
	<ul style="list-style-type: none"> <li>• Waiting period: Use 15 days of sick leave</li> <li>• Full pay and benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Basic Disability</li> <li>• 55% of monthly earnings to maximum benefit payment of \$800 per month</li> </ul>
	<ul style="list-style-type: none"> <li>• Health and insurance benefits continue during waiting period; see chart on page 17 for your options when you begin receiving disability benefits</li> </ul>	
	<p><b>Date of disability</b></p>	

#### **BASIC AND VOLUNTARY SHORT-TERM DISABILITY INSURANCE**

<b>Week</b>	Week 1 through 3	Week 3 through Week 12
	<ul style="list-style-type: none"> <li>• Waiting period: Use 15 days of sick leave</li> <li>• Full pay and benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Basic and Voluntary Short-Term Disability</li> <li>• 60% of monthly earnings to maximum benefit payment of \$15,000 per month</li> </ul>
	<ul style="list-style-type: none"> <li>• Health and insurance benefits continue during waiting period; see chart on page 17 for your options when you begin receiving disability benefits</li> </ul>	
	<p><b>Date of disability</b></p>	

## Examples of How the Plans Work Together

**Scenario 2:** You've been diagnosed with a serious form of cancer and your doctor says your treatment will prevent you from working for the next 18 months. You are a UCRP member in the 1976 Tier with 12 years of service credit. You have accrued 17 sick days.

### BASIC DISABILITY INSURANCE AND UCRP DISABILITY INCOME

Week	Week 1 through Week 3.5	Week 3.5 through Week 26	Week 27 through Week 78
	<ul style="list-style-type: none"> <li>• Waiting period: Use 17 days of sick leave</li> <li>• Full pay and benefits</li> </ul>	<ul style="list-style-type: none"> <li>• 15% of income up to \$800 from Basic Disability</li> <li>• 40% of your final salary from UCRP Disability (minus \$106.40 if you are 1976 Tier member and pay into Social Security)</li> </ul>	<ul style="list-style-type: none"> <li>• 40% of your final salary from UCRP Disability (minus \$106.40 if you are 1976 Tier member and pay Social Security)</li> </ul>
<b>Date of disability</b>	<ul style="list-style-type: none"> <li>• Health and insurance benefits continue</li> </ul>	<ul style="list-style-type: none"> <li>• Medical and dental insurance continue and UC pays a portion of the premiums; see chart on page 17 for your options</li> </ul>	

If you had enrolled in Voluntary Short- and Long-Term Disability, your benefits would be enhanced as follows:

### BASIC AND VOLUNTARY SHORT- AND LONG-TERM DISABILITY INSURANCE AND UCRP DISABILITY INCOME

Week	Week 1 through Week 3.5	Week 3.5 through Week 26	Week 27 through Week 78
	<ul style="list-style-type: none"> <li>• Waiting period: Use 17 days of sick leave</li> <li>• Full pay and benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Combination of Basic, Voluntary Short-Term Disability Insurance and UCRP Disability benefits</li> <li>• 60% of income</li> </ul>	<ul style="list-style-type: none"> <li>• Voluntary Long-Term Disability and UCRP Disability</li> <li>• 60% of income</li> </ul>
<b>Date of disability</b>	<ul style="list-style-type: none"> <li>• Health and insurance benefits continue</li> </ul>	<ul style="list-style-type: none"> <li>• Medical and dental insurance continue and UC pays a portion of the premiums; see chart on page 17 for your options</li> </ul>	

**WORK-RELATED INJURY OR ILLNESS**

**Scenario 1:** While painting a UC building, you fall from the scaffolding and break your leg. You are unable to work for four months. You have 20 days of sick leave. This scenario assumes that you file a Basic Disability claim prior to approval of your Workers' Compensation claim, that your Workers' Compensation claim is approved by day 20 and that you choose not to use vacation time to make up for lost salary during week 13 through week 16.

**BASIC DISABILITY INSURANCE ONLY**

Week	Week 1 through Week 12	Week 13 through Week 16
	<ul style="list-style-type: none"> <li>• 20 days of sick leave</li> <li>• As of the 21st day, Workers' Compensation pays 2/3 of salary; 1/3 of pay is Extended Sick Leave</li> <li>• Full pay and benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Workers' Compensation and Extended Sick Leave</li> <li>• 80% of salary</li> </ul>
	<ul style="list-style-type: none"> <li>• Health and insurance benefits continue as if you are working</li> </ul>	
	<b>Date of disability</b>	

**Scenario 2:** You are diagnosed with a severe back problem and are unable to work for 12 months. Because you believe your problem is related to heavy lifting at work, you apply for Workers' Compensation. However, your claim decision is put on 90-day delay while the insurer gathers the necessary documentation and evidence. You have 25 days of sick leave. You also have Basic and Voluntary Short- and Long-Term Disability Insurance.

**BASIC AND VOLUNTARY SHORT- AND LONG-TERM DISABILITY INSURANCE: BEFORE WORKERS' COMPENSATION APPROVED**

Week	Week 1 through 4	Week 5 through Week 52
	<ul style="list-style-type: none"> <li>• Waiting Period: 22 days of sick leave</li> <li>• Full pay and benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Basic and Voluntary Disability</li> <li>• 60% of salary</li> </ul>
	<ul style="list-style-type: none"> <li>• Health and insurance benefits as if you are working</li> </ul>	<ul style="list-style-type: none"> <li>• Medical only unless on approved FMLA leave, then medical, dental, vision</li> </ul>
	<b>Date of disability</b>	

Once the Workers' Compensation claim is approved, your benefits are reconfigured as described below. Please note that Workers' Compensation will repay the Basic and Voluntary Disability plan for the benefits you received or you may need to reimburse the disability carrier for any duplicate benefits; you will not receive both Workers' Compensation and Basic/Voluntary Disability benefits for that period.

**BASIC AND VOLUNTARY SHORT- AND LONG-TERM DISABILITY INSURANCE: AFTER WORKERS' COMPENSATION APPROVED**

Week	Week 1 through Week 14	Week 15 through Week 41	Week 42 through Week 52
	<ul style="list-style-type: none"> <li>• Combination of Workers' Compensation (up to 2/3 of salary up to \$1,251.38 per week; this scenario assumes that Workers' Compensation pays the full 2/3); sick leave (1/3)</li> <li>• Full pay and benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Workers' Compensation and Extended Sick Leave</li> <li>• 80% of salary</li> </ul>	<ul style="list-style-type: none"> <li>• Workers' Compensation and Voluntary Long-Term Disability</li> <li>• 60% of salary</li> </ul>
	<ul style="list-style-type: none"> <li>• Health and insurance benefits as if you are working</li> </ul>		<ul style="list-style-type: none"> <li>• See chart on page 17 for health and insurance benefits</li> </ul>
	<b>Date of disability</b>		

# How to Apply for Disability

## **START RIGHT AWAY**

Even if you have a lot of sick leave that you use during the first part of your disability, it's a good idea to apply for disability benefits as soon as possible. This will give you the best chance of avoiding a gap in income while paperwork is being processed.

Here are the steps to take to apply for benefits:

### **STEP 1:**

**See your doctor.** No matter what form of disability coverage you apply for, in order for you to receive benefits, your physician needs to certify the date your disability began and you need to be under a doctor's continuous care.

### **STEP 2:**

**Notify** your supervisor or department chair and the person or office responsible for coordinating leaves at your location. (If your injury or illness is work-related, report this to the Workers' Compensation office at your location as well.)

### **STEP 3:**

#### **For Basic and Voluntary Disability**

**You can file your claim online**, ([mylincolnportal.com](http://mylincolnportal.com) code: UNIVERSITY) and check on its status after you file. For more details about the claims process, please see *Your Guide to Filing for Disability*, at [ucal.us/LMguidetofiling](http://ucal.us/LMguidetofiling). You can call Lincoln Financial with questions at 800-838-4461.

#### **For UCRP Disability**

**Get the required forms** from the UC Retirement Administration Service Center (800-888-8267) or your local Benefits Office, fill them out and return them. (Your disability date is based on when your application is received.) It's especially important to apply for UCRP disability income (if you're eligible for it) as soon as it appears that you won't be able to work for 12 months or more.

#### **California Employees:**

##### **Have you worked for UC for less than 18 months?**

If so—and if your previous employer was in California—you'll need to file a claim directly with the California Employment Development Department (EDD) in order to receive California State Disability Benefits (CA-SDI). While UC itself does not participate in CA-SDI, employees who've recently worked elsewhere in the state may be eligible under their previous employer. If so, any CA-SDI income you are eligible for will be deducted from your UC disability benefits.

### **STEP 4:**

#### **Compile your records**

It's your responsibility to make sure your doctor forwards your medical records to the carrier and/or the UC Retirement Administration Service Center—your claim can't be processed without them. You need to fill out and sign a medical authorization form giving the doctor permission to forward the records. After you've done so, it's a good idea to follow up to make sure your doctor got the authorization and that the records have been sent. If your doctor charges any fees for sending your records, you're responsible for paying those fees.

You may also need to provide:

- Information about other disability benefits you receive or are eligible to receive
- Information about your education, work activities and related activities. (This will help UC understand your disability in relation to your usual employment responsibilities and other activities in your life.)
- For UCRP, identity records such as your spouse or domestic partner's birth certificate or a marriage certificate or partnership declaration (This will help UC determine eligibility for continuing UC benefits for your family members.)

## **CONSIDER ALL YOUR OPTIONS**

If you're eligible to retire under UCRP at the time you apply for disability benefits, you may want to compare your potential retirement benefit with your disability income. If the retirement benefit is higher, you may prefer to retire rather than apply for disability income. To get the calculations that will allow you to compare the two choices, contact your local Benefits Office or the UC Retirement Administration Service Center (800-888-8267).

Note that if you're eligible to retire, you may elect to receive retirement income while your UCRP disability application is pending. If you're approved for and you accept disability income, your retirement election will be revoked and the amount you received in retirement income will be deducted from your disability benefits.

## **STAY IN TOUCH**

Disability benefits are complex, and each individual situation is unique. To ensure that you get the help you need, it's important for you to stay in communication with your supervisor or department chair and person or office coordinating your leave and, if you're applying for UCRP disability income, the UC Retirement Administration Service Center.



## Once You've Applied: What Happens Next

### **IF YOU'VE APPLIED FOR BASIC OR VOLUNTARY DISABILITY:**

- Within a few days of receiving your claim, a case manager from the insurance carrier will call you to guide you through the process.
- To determine your eligibility, the carrier will review the medical facts of your case in light of your job and occupation.
- Once the carrier has all the necessary information, it will notify you in writing (within a few days) of whether your claim has been approved or denied.
- Once your claim is approved, the carrier will mail checks to your home every two weeks.
- If your claim is denied, the letter notifying you of the denial will include information about your right to appeal.

### **CLAIM DENIALS**

In the event that your claim is denied, either in full or in part, the insurance carrier will notify you in writing within 90 days after the later of your date of disability or the date your claim form was filed.\*

The carrier's notice of denial shall include:

- The specific reason or reasons for denial with reference to those policy provisions on which the denial is based;
- A description of any additional material or information necessary to complete the claim and an explanation of why that material or information is necessary; and
- The steps to be taken if you or your beneficiary wish to have the decision reviewed.

### **HOW TO APPEAL**

You, the claimant, or your authorized representative, may appeal a denied claim within 60 days after you receive the carrier's notice of denial. You have the right to:

- Submit a request for review, in writing, to the carrier;
- Review pertinent documents; and
- Submit issues and comments in writing to the carrier.

The carrier will make a full and fair review of the claim and may require additional documents as it deems necessary or desirable in making such a review. A final decision on the review shall be made not later than 60 days following receipt of the written request for review. If special circumstances require an extension of time for processing, you will be notified of the reasons for the extension, and a decision shall be made not later than 120 days following receipt of the request for review. The final decision on

\* In the unlikely event that the carrier does not respond to your claim within the time limits set forth above, you should automatically assume that your claim has been denied and you should begin the appeal process at that time. However, failure to do so will not waive your right to appeal.

review shall be furnished in writing and shall include the reasons for the decision with reference, again, to those policy provisions upon which the final decision is based.

### **IF YOU'VE APPLIED FOR UCRP DISABILITY:**

- Once UC receives your application, an analyst will be assigned to your case to answer any questions you may have. The analyst will let you know when specific documentation is needed, or if you need to take other actions. (Information that UC receives about you will be held in confidence and will be released or exchanged with others only with your written consent.)
- If the medical evidence you submit is inconclusive, you may need to have an independent medical examination. If so, UC will cover the fee.
- UC may need to review your potential qualifications for other types of work. If so, you may be asked to meet with a vocational rehabilitation professional to help you explore the options available to you and/or regain the skills you need to return to work. You may be asked to take skill or aptitude tests.
- Once UC has the information it needs from you, your doctors and others, it will review your case. You'll receive a written notice of the decision.
- If your application is approved, you'll receive a letter specifying your UCRP disability date, the amount of your monthly benefit, the terms and conditions of the approval, your medical, dental, legal and/or vision insurance coverage (if applicable) and when you can expect to receive your first payment.
- If you have been paying both employee and employer portions of your medical, dental, legal and/or vision plan premiums, you should contact your leave coordinator or the UC Retirement Administration Service Center to request reimbursement of any premium costs that may be owed you.
- If your application is denied, you'll receive an explanation for the denial in writing. If you don't agree with the decision, you have the right to appeal.
- Your request for an appeal must be submitted in writing within 60 days from the date you receive the denial notice and include documentation to support your claim. Send the request to the Disability Unit, UC Retirement Administration Service Center, P.O. Box 24570, Oakland, CA 94623-1570.
- The first payment you'll receive will include benefits retroactive to your UCRP disability date (note that if you're receiving Voluntary Disability Income, you may owe some or all of this amount to the disability insurance carrier). After that, your benefits will be paid at the first of each month. For example, your benefit payment for May would be payable the first of June. If you haven't received your payment by the tenth of the following month, you should contact the UC Retirement Administration Service Center.

## Continuing UC Benefits While on Disability

You have a variety of options for continuing your other UC benefits (for both you and eligible family members) during your disability period.

The information and tables on the following pages summarize the benefits you may and may not continue, based on the type of disability coverage you have; the costs of continuing these benefits while you're on disability; and what you'll need to do to continue them.

You won't accrue vacation or sick leave while on disability leave. For additional details, see the personnel policy or collective bargaining agreement that applies to you.

If your disability leave is considered a Family and Medical Leave (FML), then UC's contributions to the premiums for your health coverage (medical, dental, vision) will continue for up to 12 weeks. See the *Pregnancy, Newborn Child and Adopted Child Fact Sheet* ([ucal.us/pregnancy](http://ucal.us/pregnancy)) for information about additional weeks of benefits coverage during a Pregnancy Disability Leave. For details about the criteria for Family and Medical Leaves, please see the *Family and Medical Leave Fact Sheet* ([ucal.us/fml](http://ucal.us/fml)).

If you're approved for UCRP Disability, you may be able to continue your medical, dental, legal and vision coverage if you meet these criteria:

- You apply for UCRP disability income within 120 days of your separation from employment; and
- You were enrolled in the benefit when you left UC employment; and
- You elect to continue coverage when you apply for UCRP disability income; and
- You have continuous coverage until the date your disability income begins; and
- You have not been on a leave without pay for more than 24 months.

To learn more about continuing other benefits while on UCRP Disability, see "Understanding UCRP Disability" on page 7.

**TABLE 2—BENEFITS YOU CAN CONTINUE**

Benefit	Under Basic and/or Voluntary Disability			Under UCRP Disability		
	How long coverage continues*	Cost to you	What you need to know	How long coverage continues*	Cost to you	What you need to know
<b>Medical</b>	Basic Disability or Basic + VSTD: 6 months  VSTD + VLTD, or VLTD only: Up to a total of two years, if you remain employed	While on Basic Disability or Basic + VSTD: Employee share of premium  While on VLTD: Full premium (Employee + UC portions)	You must be on pay status** or receiving disability benefits in order for UC to contribute its portion of premium for your benefits for the time periods indicated. The UC contribution ends the last day of the month following the month in which Basic and/or VSTD benefits end.  However, if your disability is an approved Family and Medical Leave, UC's contributions to the cost of premiums continue for up to 12 weeks, even if you are not on pay status or receiving disability benefits (for example, during part of your waiting period not covered by accrued sick leave). See the <i>Pregnancy, Newborn Child and Adopted Child Fact Sheet</i> for information about additional weeks of benefits coverage during a Pregnancy Disability Leave.	The length of your disability period	Your premium depends on the UC contribution for which you are eligible. The UC contribution is the higher of 50% or the percentage you would receive if you were retired.	You must meet certain conditions to be eligible to continue this benefit under UCRP; see "Understanding UCRP Disability" section.
<b>Dental, Vision</b>	Up to 2 years, if you remain employed	Full premium (Employee + UC portions)	If your disability is an approved Family and Medical Leave, UC's contributions to the cost of premiums continue for up to 12 weeks. See the <i>Pregnancy, Newborn Child and Adopted Child Fact Sheet</i> for information about additional weeks of benefits coverage during a Pregnancy Disability Leave.	The length of your disability period	Dental: Same as Medical, above; Vision: The premium you would pay if you were retired	You need to meet certain conditions to be eligible to continue this benefit under UCRP; see "Understanding UCRP Disability" section.
<b>Legal</b>	Up to 2 years, if you remain employed	Full premium		The length of your disability period	The premium you would pay if you were retired	You need to meet certain conditions to be eligible to continue this benefit under UCRP; see "Understanding UCRP Disability" section.
<b>Basic Life, Core Life</b>	Up to 4 months, beginning the month after your disability begins, if you remain employed	None	If you want to continue coverage beyond 4 months, you must apply for conversion within 31 days of the end of the 4-month period.	Your UC group coverage ends after four months or when you leave active UC pay status.	You may convert to an individual policy if you pay the full premium.	Coverage may not be the same and may be more expensive.

\* From the beginning of the disability benefit period for each disability plan, as described on page 4. The disability benefit period includes the 14-day waiting period.

\*\* "Pay status" refers to any period of time for which an employee receives pay for time worked, including compensatory time off. Time on pay status also includes time on paid leave.

# Continuing UC Benefits While on Disability

**TABLE 2—BENEFITS YOU CAN CONTINUE**

Benefit	Under Basic and/or Voluntary Disability			Under UCRP Disability		
	How long coverage continues*	Cost to you	What you need to know	How long coverage continues*	Cost to you	What you need to know
<b>Supplemental Life</b>	Up to 2 years, if you remain employed	Your premium. (If you become totally disabled while enrolled, you may qualify to continue your coverage without paying premium. Contact the carrier for information.)	If you leave UC employment, you may continue coverage at group rates for up to 6 months, if you have a UCRP disability application (see page 20) pending and file a premium waiver application.  You may port (continue) group term or convert to an individual policy if you pay the full premium. Coverage may not be the same and may be more expensive.	N/A	N/A	N/A
<b>Basic Dependent Life, Expanded Dependent Life</b>	4 months (up to 2 years if you continue Supplemental Life)	Your premium	You may port (continue) group term or convert to an individual policy if you pay the full premium. Coverage may not be the same and may be more expensive.	N/A	N/A	N/A
<b>AD&amp;D</b>	Up to 2 years, if you remain employed	Your premium		The length of your disability period	Your retiree premium	You need to meet certain conditions to be eligible to continue this benefit under UCRP; see “Understanding UCRP Disability” section.
<b>Health Flexible Spending Account</b>	Contributions stop when you go off pay status, unless your leave is Family and Medical Leave. You may continue under COBRA, if eligible.	N/A	You'll need to complete the appropriate form for your location if you choose to continue this benefit during FML only. You can still be reimbursed for eligible expenses you incurred through the end of the pay period for which you made your last contribution. Be sure to submit your claims by the filing deadline for the year following your leave; otherwise you'll lose any money left in your account.	N/A	N/A	Not eligible
<b>Auto/Home/Renters Insurance</b>	To end of policy contract year	Your premium		N/A	Your premium	N/A
<b>Pet Insurance</b>	To end of policy contract year	Your premium		N/A	Your premium	N/A
<b>Bright Horizons Care Advantage</b>	Length of your leave	You pay only for the services of any caregiver you hire.		N/A	N/A	Not eligible

\* From the beginning of the disability benefit period for each disability plan, as described on page 4. The disability benefit period includes the 14-day waiting period.

**TABLE 3—BENEFITS YOU CANNOT CONTINUE**

Benefit	Under Basic and/or Voluntary Disability		Under UCRP Disability	
	When coverage ends	What you need to know	When coverage ends	What you need to know
<b>Basic and Voluntary Disability (for disabilities other than cause of present leave)*</b>	Last active day at work before disability begins	For UCPath, your payments will be discontinued when you're placed onto an unpaid leave or a paid leave that does not allow for continuation of these plans. For locations not using UCPath, be sure to fill out a cancellation form from your Payroll or Benefits Office so you don't continue paying Voluntary premiums while on disability leave but still on pay status.	N/A	N/A
<b>Business Travel Accident, Workers' Compensation</b>	Last active day at work before disability begins	N/A	N/A	N/A
<b>DepCare Flexible Spending Account</b>	Contributions and coverage stop when you go off pay status.	You can still be reimbursed for eligible expenses you incurred through the end of the pay period for which you made your last contribution. Be sure to submit your claims by the filing deadline for the year following your leave; otherwise you'll lose any money left in your account.	N/A	N/A
<b>Parking/Commuter</b>	Contributions and coverage stop when you go off pay status.	N/A	N/A	N/A
<b>Unemployment Insurance</b>	Last active day at work	N/A	N/A	N/A
<b>Service Credit Purchase</b>	Your payroll deductions end when you go off pay status.	N/A	N/A	N/A
<b>ScholarShare</b>	Your payroll deductions stop when you go off pay status.		N/A	N/A

\* For example, if an individual suffers a second (unrelated) disabling condition while on disability leave, the second condition will not be covered.

# Continuing Your Benefits: What You Need to Do

## ARRANGE TO PAY YOUR PREMIUMS

For any benefits you choose to continue, you will need to pay your portion of premiums, through UCPath or in coordination with your local benefits office. You should make these arrangements as soon as you know you want to continue your benefits. (See “Understanding UCRP Disability” on page 7 for important information about continuing benefits under UCRP.)

## LET US KNOW YOUR CURRENT ADDRESS

If your health plan covers only a certain service area, a change in your permanent address could affect your eligibility.

So be sure to keep UC posted on your correct address: Update it online by signing in to your benefits account ([ucal.us/accounts](http://ucal.us/accounts)).

If you'll be away from your medical plan's service area more than two months during your disability leave, and you must transfer to a UC-sponsored medical or dental plan in your new location, contact UCPath or your local Benefits Office. You'll need to transfer within 31 days of the date you leave the original service area. And check with your medical and dental plan carrier about whether you, and/or eligible family members, need to select a new primary care physician or dentist.

## MORE OPTIONS FOR CONTINUING YOUR BENEFITS: COBRA AND CALCOBRA

If your disability leave expires or you don't return to work, you (and/or enrolled family members) may have the option to continue medical, dental, vision, and health flexible spending account benefits under COBRA. COBRA coverage is identical to the UC-sponsored coverage you had immediately prior to qualifying for continuation coverage. The federal COBRA period runs for 18 months; if you have exhausted this coverage period and are enrolled in an eligible plan, you and/or eligible family members may be able to extend your UC-sponsored medical coverage under CalCOBRA for up to an additional 18 months.

Though it's not required, UC will extend COBRA continuation coverage to eligible enrolled domestic partners, and/or domestic partner's eligible children or grandchildren. See the “Eligible Family Members” chart on pages 13–14 of *A Complete Guide to Your UC Health and Welfare Benefits* ([ucal.us/healthguide](http://ucal.us/healthguide)) for details on family members who may qualify.

**Deadlines:** You'll need to apply no later than 60 days from the date you lose coverage by reason of a qualifying event, or 60 days from the date you receive notice of your continuation rights—whichever is later. Talk with your local Benefits Office about how to apply, or go online to [ucal.us/COBRA](http://ucal.us/COBRA).

## CONVERTING TO AN INDIVIDUAL POLICY

For certain plans—medical, legal and life insurance—you may be able to convert or port your UC- or COBRA-sponsored coverage to an individual policy. Note that converting or porting to an individual policy may provide you with fewer benefits than you'd have by continuing coverage through UC. You can't convert dental, accidental death and dismemberment (AD&D) or vision benefits to an individual policy.

**Deadlines:** For medical coverage, you need to apply for conversion no later than 31 days after your UC-sponsored or COBRA continuation coverage ends. For the other benefits, you must apply within 31 days after your UC-sponsored coverage ends. (This assumes your coverage has been continuous; if you no longer have coverage, then you're not eligible to convert to an individual policy.)

To learn about applying for conversion coverage, contact your local Benefits Office.

## MAKING YOUR LIFE INSURANCE PORTABLE

If you're enrolled in Supplemental Life insurance, you may be eligible for the Prudential Portability benefit. This allows you to buy a Prudential group term-life policy for similar amounts to what you carry in Supplemental Life, Basic Dependent Life or Expanded Dependent Life.

**Deadline:** You'll need to apply for the portability benefit within 31 days after your Supplemental Life insurance ends. For details about how to apply, see your Life Insurance plan booklet online at [ucal.us/EOCs](http://ucal.us/EOCs).

## CONTINUING YOUR LIFE INSURANCE WITHOUT PAYING PREMIUMS

If you're enrolled in Supplemental Life insurance, become totally disabled before age 65, and your disability continues for at least six consecutive months, you may qualify to continue coverage without paying premiums.

**Deadline:** You'll need to provide written proof of your disability to the insurance carrier no later than one year after the disability begins. To learn more, please contact Prudential at 800-524-0542.

# Disability and Your Retirement Benefits

## UCRP AND CAP

If you're receiving Basic or Voluntary Disability benefits only, you don't earn University of California Retirement Plan (UCRP) service credit. Your UCRP contributions and any Capital Accumulation Payment (CAP) balance you have will remain on deposit and you can't withdraw them.

If you're receiving UCRP disability income, you can't withdraw your UCRP accumulations. But, if you have a CAP balance and are approved for UCRP disability, you must take a distribution. You can roll it over into UC's DC, 403(b) or 457(b) plans or an IRA that accepts direct rollovers.

It's often a good idea to roll over your CAP if you can: If your CAP balance is paid directly to you, your Basic or Voluntary Disability insurer will reduce your benefit for that month by the amount of the CAP.

If your application for UCRP disability income is denied and you separate from UC employment and want to receive a distribution of your UCRP accumulations, contact the UC Retirement Administration Service Center at 800-888-8267 to discuss your options.

## RETIREMENT SAVINGS PROGRAM

Contributions to the Retirement Savings Program (DC Plan, 403(b) Plan and 457(b) Plan) stop with your last paycheck.

As long as you have not been separated from UC employment, you can leave your money on deposit. (If you have been separated from employment with UC, you can leave money in any plan that has a balance of at least \$2,000.)

If you're on leave without pay and receiving benefits from a UC-sponsored disability insurance plan, you may be eligible to take total or partial distributions from the 403(b) plan. For details on how to arrange this, contact Fidelity Retirement Services at myUCretirement.com, or 866-682-7787.

## 403(B) LOANS

If you have taken a loan through the 403(b) Plan, within 90 days of your last day on pay status (or, if you're receiving UCRP Disability, within 90 days of your disability date), you may:

- Arrange to suspend 403(b) loan repayments for up to 12 months during your disability leave
- Arrange to make monthly payments
- Make a full payment covering the period you'll be off pay status
- Repay the total outstanding amount of the loan before you go off pay status

For details on how to arrange these options, contact Fidelity Retirement Services at myUCretirement.com, or 866-682-7787.

When you return to work, you'll need to resume payments. Depending on the terms of your loan, your payment amount may change, as you may need to repay the same amount over a shorter timeframe.

If you're receiving UCRP disability income, you're not allowed to borrow any additional funds from your 403(b) account.

## TAXES AND ROLLOVERS

In most cases, you will owe taxes and, possibly, early distribution penalties on any taxable distribution that you don't roll over (such as a required CAP distribution). For details about tax withholding and your rollover options, see the *Special Tax Notice for UC Retirement Plan Distributions*, which is available online at [ucal.us/specialtaxnotice](http://ucal.us/specialtaxnotice).

## SOCIAL SECURITY

If your retirement benefits are coordinated with Social Security and you receive Basic Disability benefits, both you and UC contribute to Social Security based on your disability income. For Voluntary Short-Term or Long-Term Disability, neither you nor UC contributes.



# During Your Disability

## RECEIVING DISABILITY BENEFITS

Depending on the type of disability coverage you have, you may receive benefits from one carrier before another. If your disability is work-related, for instance, Workers' Compensation is the first insurer responsible for covering your lost wages. But since Workers' Comp claims often take longer to process than Basic or Voluntary Disability claims, you may receive benefits from the Basic or Voluntary carrier until your Workers' Comp claim is processed. If one plan pays you benefits while another considers your claim, you may be required to reimburse the first plan for any duplicate benefits you receive later. If you have questions about this process, please contact the case manager with your disability insurance plan.

## RE-EVALUATION OF YOUR ELIGIBILITY

For as long as you receive disability benefits, you will be required to provide the insurance carrier and/or UCRP with additional documentation of your medical, legal or financial situation. You're expected to submit the requested information as soon as you can. You also need to let the carrier or UCRP know of any other changes that could affect your eligibility for disability income, such as other disability benefits, pay you receive for any work you do, or a change in the status of your eligible children. (Any earnings may reduce the disability income you receive and overpayments of disability income will need to be repaid.)

## MEDICAL TREATMENT

If a doctor prescribes treatment to help you return to work, you're expected to follow that treatment. If you don't, you could lose your disability benefits. (This doesn't apply to treatment that's experimental, or that's recommended rather than required.)

### **Important!**

If you're receiving UCRP disability income and are enrolled in a UC-sponsored medical plan, and you or an enrolled family member are eligible for Medicare Part A, UC requires that you (or your family member) enroll in Medicare Parts A and B. **If you don't, you'll be permanently disenrolled from your UC-sponsored medical plan.** To learn more, see the *Medicare Fact Sheet* ([ucal.us/medicarefacts](http://ucal.us/medicarefacts)) or contact your Benefits Office.

## LENGTH OF YOUR DISABILITY

The length of time you receive benefits depends on the type of coverage you receive.

Under **Basic and/or Voluntary Short-Term Disability**, your disability benefits period is 6 months (including the 14-day waiting period).

Under **Voluntary Long-Term Disability**, benefits usually may continue to the Social Security normal retirement age (see box, page 4).

The maximum benefit period for disability—after which you age-out of the plan and will no longer receive benefits—is shown in the following table:

<b>Age at Disability</b>	<b>Maximum Benefit Period</b> Greater of Social Security normal retirement age or
less than age 60	to age 65 (but not less than 5 years)
60	60 months
61	48 months
62	42 months
63	36 months
64	30 months
65	24 months
66	21 months
67	18 months
68	15 months
69 and over	12 months

However, after you've received 24 months of benefits, the definition of disability changes. (See page 6 for more information on the definition of disability.) If you can't meet the new definition and can't return to your previous job, you may need to search for a different job that's a better match for your current abilities. Talk with the disability specialist at your location to learn more.

Disabilities related to mental illness or substance abuse are generally limited to a 24-month lifetime maximum benefit under VLTD, unless you remain continuously hospitalized or in an extended treatment plan.



If you are approved for **UCRP Disability** benefits, you may be eligible to receive benefits until the latest of:

- The date you are no longer disabled as defined by UCRP
- Age 65 or five years if you are not yet age 65 on your UCRP disability date (age 67 if your membership is not coordinated with Social Security)
- Age 70 or 12 months (or later) if you are age 65 or older on your UCRP disability date

## When Your Disability Leave Ends

If your disability leave ends because you return to health, you'll need to contact your supervisor or department head, as well as your leave coordinator, to discuss your potential return to work.

If you've already been receiving UCRP disability and are eligible to retire, you may want to consider retiring. (See "If You Decide to Retire," on page 25.)

If you're not eligible to retire and your disability prevents you from returning to your previous job, you may need to consult with a vocational rehabilitation specialist to help you identify other types of work you can do. (See "Working Part-Time.")

If you're receiving UCRP disability income and UCRP no longer considers you disabled based on information about your condition, your benefit will end. You'll receive 60 days notice and have an opportunity to appeal if you disagree.

### **RETURNING TO WORK**

#### **RETURNING TO YOUR PREVIOUS JOB**

Your job is protected for up to 12 weeks if your disability leave qualifies as a Family and Medical Leave. There are also some protections under Workers Compensation if your disability is work-related. Generally, though, your department is not required to hold your job open indefinitely if you're unable to return to it.

If you've been approved for UCRP disability income, your UC employment usually will be terminated. If you're able to work again, ask about rehabilitation services at your location, and for information about other appropriate positions.

#### **WORKING PART-TIME**

If you can't return to your previous job because of disability-related work restrictions, UC may be able to accommodate your needs. You may be able to work part-time and receive partial disability benefits. See the *Partial Disability: Stay at Work/Return to Work Fact Sheet*, available online at [ucal.us/stayatwork](http://ucal.us/stayatwork) for more details.

Additional UC services may be available to help you adjust to or accommodate your disability. You may be able to modify or change your job duties, or use adaptive equipment. Vocational rehabilitation services may help you discover other forms of suitable employment. Talk to your supervisor, leave coordinator or the UCRP Disability Unit about these possibilities. (If your disability is work-related, check with the Workers Compensation office.)

# When Your Disability Leave Ends

## RESTARTING YOUR HEALTH BENEFITS: WHAT YOU NEED TO KNOW

**For benefits you decided to continue** during your disability—including medical, dental, legal, vision, life insurance plans and accidental death and dismemberment—your coverage continues once you are placed on active pay status upon your return to work.

**For benefits that you didn't have the option to continue**, other than Voluntary Disability (see below), your coverage resumes the first day you're actively at work. (For Basic Disability, coverage restarts the day after your first active day back at work.)

Your retirement plan contributions and savings deductions resume automatically and you begin earning UCRP service credit when you return to pay status, so long as you return to a UCRP-eligible position.

If you have a previous UCRP service credit purchase in progress, payments should restart automatically when you return to work. If not, though, you'll need to contact UCPATH or your local Payroll Office to get them started again. Your payment period will be extended, but the monthly payment amount won't change. For more information, see the *UCRP Service Credit Purchase Guide* at [ucal.us/purchase](http://ucal.us/purchase).

**For benefits you opted not to continue**, as well as for Voluntary Disability (which is discontinued when you are on leave without pay), there's a deadline for starting them up again: generally, within 31 days of your return to work, based on your Period of Initial Eligibility (PIE). Your PIE is the time during which you (and/or eligible family members) are allowed to enroll in UC-sponsored benefit plans. Your PIE starts the first day of eligibility (for example, the day you return to work or pay status). It ends 31 days later, or, if the 31st day falls on a weekend, on the next working day. UC defines a working day as a normal business day (Monday through Friday, excluding holidays) for your local Benefits or Payroll Office.

The specifics of re-enrollment vary depending on the length of your leave and the plan you were enrolled in:

**If you were on disability and/or leave for less than 120 days**, you may re-enroll in the same plans, with the same coverage level, as when you left.

### Tip

#### Check your pay stub

Once you get your first pay stub after returning to work, check it over to make sure that you're enrolled in the benefits you chose. If questions or problems crop up, contact your local Benefits or Payroll Office right away.

**If your disability leave was 120 days or more**, you're treated as a newly eligible employee and may enroll in any UC-sponsored plans for which you're eligible.

**If you return to work in a new calendar year**, you will have a new election for some plans, regardless of the length of your leave. Check with UCPATH or your Benefits Office for more information.

## RESTARTING YOUR BENEFITS: WHAT YOU NEED TO DO

### All Benefits

**When you return to work, it is your responsibility to reestablish your benefits within your 31-day PIE.**

Contact UCPATH or your leave coordinator (depending on your location) as soon as you return to work. At a minimum, you'll need to review your benefits within 31 days after you return to work. When you return, you'll need to follow the appropriate process to restart your benefits. If you return to work in a new appointment, that appointment will determine the benefits you're eligible for.

### Supplemental Life Insurance

Contact your leave coordinator to find out if you need to re-enroll, and confirm the correct process for your location.

### Voluntary Disability

During your period of disability leave without pay, your voluntary disability insurance premiums were automatically waived; premiums were not deducted from your paycheck during your leave, even though you may have continued paying for other benefits, like medical and dental.

Whether and how you re-enroll depends on your location and the length of your leave:

**UCPATH locations:** If your leave is less than 120 days, you will be automatically re-enrolled into your previous Basic and Voluntary Disability plans. If your leave is 120 days or longer, you will have a PIE to enroll via UCPATH online in Voluntary Short-Term Disability, Long-Term Disability or both.

**Locations not using UCPATH:** You'll need to re-enroll during your Period of Initial Eligibility (PIE). If your leave is less than 120 days, you may re-enroll in the Voluntary Disability Plan(s) you had before your leave. If your leave is 120 days or longer, you may select Voluntary Short-Term Disability, Long-Term Disability or both.

### Accidental Death and Dismemberment

Contact your leave coordinator to find out if you need to re-enroll, and confirm the correct process for your location.

**DepCare FSA, Health FSA and TIP**

During your new PIE, you may re-enroll in the DepCare and Health Flexible Spending Accounts. If your leave was less than 120 days, you may enroll for the rest of the plan year. Your contribution must be the same as before you went on leave. If your leave was 120 days or longer or you return in a new plan (calendar) year, you may choose a new annual contribution.

**Automobile and Homeowner/Renter's Insurance**

If you continued coverage, you can restart payroll deductions when you go back on pay status. If you didn't continue coverage, you can re-enroll any time by calling the insurance company directly.

**Vacation and Sick Leave**

Once you start receiving paychecks again, you'll begin accruing vacation and sick leave. For additional details, see the personnel policy or collective bargaining agreement that applies to you.

**Unemployment Insurance**

Your coverage resumes automatically when you return to pay status.

**If you've moved during your leave**

If you have been out of your medical or dental plan's service area during your leave, you may be able to transfer back to your previous plan within 31 days of your return to the area. You (and/or your eligible family members) might also need to select a primary care physician or dentist. Get in touch with UCPATH or your local Benefits Office to learn about your options. To change providers, contact your medical carrier or dental carrier.

**Purchasing UCRP service credit**

When you return to work at UC, you may be able to establish service credit for your leave period. Rules for establishing service credit for a leave period while on disability include minimum and maximum periods that can be purchased, a payment schedule, and other restrictions. Generally, the sooner you begin to establish service credit, the less it will likely cost you. For more information, see the *UCRP Service Credit Purchase Guide*, available online at: [ucal.us/purchase](http://ucal.us/purchase).

## If You Decide to Retire

**FROM DISABILITY TO RETIREMENT**

If you're receiving UCRP disability, you'll be notified three to six months before your UC retirement benefit would equal your disability benefit. (At this point you're considered to have reached your service cap.) At that time, you may prefer to retire rather than continue to receive disability income.

You'll also be notified four months before the date you would reach the maximum eligibility age for receiving disability income (the Social Security normal retirement age). If you're covered by UC group medical, dental or legal insurance as part of your UCRP disability benefit and you retire without a lapse in UCRP income, your insurance coverage will continue automatically into retirement.

For more information, please see the *From Disability to Retirement Fact Sheet*, at [ucal.us/disabilitytoretire](http://ucal.us/disabilitytoretire) or contact the UC Retirement Administration Service Center.

If you decide to retire, call the UC Retirement Administration Service Center (800-888-8267) and follow these steps.

**STEP 1:**

**Request a Personal Retirement Profile.** UC can prepare your profile only when you're within 120 days of your retirement date.

Your profile will include up-to-date information summarizing your UCRP benefit options. Requesting the profile doesn't commit you to taking any particular retirement action. The profile is intended as a personalized planning tool to help you make informed choices.

**STEP 2:**

**Look over your retirement profile** and review your choices. Make your retirement choices on the form sent with the profile. A UC Retirement Administration Service Center retirement counselor can help you complete the form. (Note that this is the part of the process when you need to make a final decision: The decision is irrevocable from the retirement date specified on your election form, or 15 days after the date of the confirmation statement that the UC Retirement Administration Service Center will send you, whichever is later. See below.)

**STEP 3:**

**Submit your election form to the UC Retirement Administration Service Center.** When the election process is complete, the service center will send you a letter confirming your benefit amount.

You should also be sure to review the *From Disability to Retirement Fact Sheet* ([ucal.us/disabilitytoretire](http://ucal.us/disabilitytoretire)) and the *Medicare Fact Sheet* ([ucal.us/medicarefacts](http://ucal.us/medicarefacts)).

