

# Short-term Disability

Provided by UnitedHealthcare

## Help protect yourself with a weekly income if you're unable to work for a short period of time.

### Do you have enough money saved up if you couldn't work for weeks – even months – because of an illness, injury or pregnancy?

Many Americans do not have enough money saved up or have any income protection to help them if they are unable to earn a paycheck. That's why a UnitedHealthcare

Short-term Disability plan is such a valuable benefit.

### How the plan works.

The Short-term Disability plan will pay you a 60% of your paycheck each week if you have a qualifying disability on the 1st day of injury or the 8<sup>th</sup> day of a sickness and you are unable to perform your job duties for up to a maximum of 26 weeks.

This means you will have a weekly income to help you and your family pay for expenses like your mortgage or rent, medical bills, food and more.

### You can even work part-time.

Being productive feels good. That's why the plan also allows you to work part-time and still receive benefit payments. We understand that you may have to work your way back up to earning 100 percent of your income, which is the goal.

### Disability specialists can help you return to work.

The plan includes personal support from disability specialists who will work with you and your employer to help you return to work more quickly so you can get back to work safely and back to earning your full wage.

**Please note:** Short-term Disability payments will be reduced by any sick leave payment received from State of Nebraska. (Please see the Certificate of Coverage for additional details)

### Why UnitedHealthcare Short-term Disability?

- Income protection with weekly payments
- Personal claim support to help you through the process
- Disability specialists to help you get back to work safely

If you enroll during this Open Enrollment period or within 30 days when you first become eligible the Evidence of Insurability is NOT required. In any other circumstances you are required to complete Evidence of Insurability form to prove your physical condition.

## Voluntary Short-Term Disability

### State of Nebraska

#### Summary of Benefits Short Term Disability Insurance



<b>Effective Date</b>	July 1, 2025
<b>Eligibility</b>	All Active Full Time and Regular Part time Employees working a minimum of 20 Hours per week.
<b>Voluntary STD Benefit</b>	<p>60.0% of your weekly Earnings to a maximum of \$1,731 per week.</p> <p>Minimum Benefit: \$25</p> <p>Earnings are defined in the UnitedHealthcare contract with your employer.</p>
<b>Elimination Period</b>	Short Term Disability Insurance benefit begins on the 1st day after your accident or 8th day of sickness.
<b>Benefit Duration</b>	Up to 26 weeks
<b>Lump Sum Survivor Benefit</b>	Lesser of \$3,000 or 3 weeks Gross
<b>Offsets</b>	<p>Your benefit payments will be reduced by other income you receive or are eligible to receive due to your disability, including but not limited to*:</p> <ul style="list-style-type: none"><li>• Social Security Disability Insurance</li><li>• Workers' Compensation</li><li>• Other employer-based insurance coverage you may have</li><li>• Unemployment benefits</li><li>• Settlements or judgments for income loss</li><li>• Retirement benefits that your employer fully or partially pays for (such as a pension plan)</li><li>• Employer's sick leave or salary continuation plan.</li><li>• Loss of time or lost wages from no-fault motor vehicle insurance plan.</li></ul>
<b>Other limitations to enrollment</b>	<p>If you enroll during this enrollment period, your coverage is provided to you on a guaranteed basis - no medical information is required. If you enroll after this enrollment period, (or any time after you first become eligible), evidence of insurability will be required for all coverage amounts. Subject to any preexisting condition limitations.</p> <p>You must be Actively at Work with your employer on the day your coverage takes effect.</p> <p>This coverage, like most group benefit Insurance, requires that a certain percentage of eligible employees participate. If that group participation minimum is not met, the insurance coverage that you have elected may not be in effect.</p>

## Voluntary Short-Term Disability

### Cost Summary (Current Monthly Rates) – Short Term Disability Insurance

#### Voluntary Short Term Disability Rates

Age as of July 1 <sup>st</sup>		Premium Calculation	
Less than 25	\$0.250	1. Enter your Basic Gross Annual Salary	
25-29	\$0.260	up to \$150,000 pay (not including overtime)	\$_____
30-34	\$0.270	2. Annual Pay divided by 52 weeks (#1/52)	_____
35-39	\$0.240	3. Benefit %	<u>60%</u>
40-44	\$0.230	4. Weekly Benefit (#2 x .60)	_____
45-49	\$0.250	5. Weekly Benefit divided by 10 ( #4/10)	\$_____
50-54	\$0.270	6. Enter the rate for your age as of July 1st	_____
55-59	\$0.320	7. Your monthly cost (#5 x #6)	\$_____
60-64	\$0.400		
65+	\$0.490		

1 Disability Statistics; Chance of Becoming Disabled." Council for Disability Awareness: Prevention, Financial Planning, Resources and Information, 28 Mar. 2018, [disabilitycanhappen.org/disability-statistic/](http://disabilitycanhappen.org/disability-statistic/)

UnitedHealthcare Disability products are provided by UnitedHealthcare Insurance Company. The policies have exclusions, limitations, reductions of benefits, and terms under which the policy may be continued in force or discontinued. For costs and complete details of the coverage, see your Certificate of Coverage or contact your employer. UnitedHealthcare Insurance Company is located in Hartford, CT.

## Voluntary STD Premium Calculation Example



• Annual Salary	\$60,000
• Divided by 52 weeks	\$1,154
• Times the Benefit %	60%
• <b>Weekly Benefit</b>	<b>\$692.40</b>
• Weekly Benefit divided by 10	\$69.24
• Times Rate for age as of July 1 <sup>st</sup> (40-44)	\$0.230