



# Policies, Rules And Regulations

Effective Date	Date of Revision		
1-16-80			
Chapter Name	Chapter No.	Page	
EMPLOYMENT/AFFIRMATIVE ACTION	3.4.1.2	Page 1 of 1	
Issue			
GROUP LIFE INSURANCE AND ACCIDENTAL DEATH DISMEMBERMENT			

The Employer shall provide for all regular employees who, during the first 30 calendar days following their first day of actual work, enroll for the group insurance plan, life insurance in an amount equal to the employee's annual salary rounded up to the nearest \$1000 and accidental death and dismemberment insurance coverage in an equal amount at no cost to the employee for a period of one year from the date of completion of his or her probationary period. Commencing with the month following completion of one year of coverage as provided above, the Employer shall pay the cost of providing coverage in an amount equal to twice the employee's annual salary rounded up to the nearest \$1000 and accidental death and dismemberment in an equal amount.

The University's obligation for paying the cost of life insurance and accidental death and dismemberment insurance shall be subject to the same rules set forth on page 60 for the payment of health insurance premiums. Such life insurance coverage shall terminate if the employee terminates his employment, provided that when an employee terminates his or her employment, he or she is covered for a grace period of thirty-one (31) days. During such 31-day period, the employee may convert his group life insurance, without medical examination, to an individual policy and the employee shall pay the full cost of such policy. The employee may select any type of individual policy then customarily being issued by the insurer, except term insurance or a policy containing disability benefits. The premiums will be the same as the employee would ordinarily pay if he or she applied for an individual policy at that time.

When an employee reaches age 65 and continues working, his or her insurance continues at a decreasing rate of coverage as can be provided at the normal cost per \$1000 of insurance. When an individual retires (providing he or she is over age 50 with 10 or more years of service), his or her coverage is automatically reduced to \$1000 and such coverage shall be maintained at no cost to the employee. Changes in amounts of insurance based on changes in basic annual salary occur on each October 1st based on the basic annual salary on the preceding July 1st. Basic annual salary excludes supplemental appointments, overtime, longevity pay and other extra compensation

Additional regulation on this subject may also be found and may supersede this policy for employees covered by collective bargaining.

Authority for Creation or Revision
Minutes of the Board of Regents, January 16, 1980; para. .2181M.