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</thead>
<tbody>
<tr>
<td>Groups Included</td>
<td>Administrative Staff, Clerical Staff, Faculty and Professional Staff</td>
<td>All Employees</td>
<td>Faculty and Staff</td>
<td>Professional Staff (4 subs)</td>
<td>Support Staff (8 subs)</td>
<td>Service Staff (3 subs)</td>
<td>Temporary Staff</td>
<td>Support Staff</td>
<td>Faculty, Administrative Staff</td>
<td>Faculty, Administrative Staff</td>
<td>Support Staff and Professional Staff</td>
<td>Faculty, Administrative Staff</td>
<td>Support Staff and Sponsored Research Staff</td>
</tr>
<tr>
<td>Voting Time Off</td>
<td>None</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Paid for up to two hours</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Paid for up to two hours</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
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<tr>
<td>Limitations on Leave (if applicable)</td>
<td>Overall leave limitation of total time spent not to exceed 6 quarters in 7 years for those on 9-month appointments, and 24 months in seven years for faculty with 12-month appointments. Contiguous leaves should not exceed 24 months for 12-month appointments and 2 academic years for 9-month appointments.</td>
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<tr>
<td>Public Service Leave</td>
<td>None</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>None</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>At discretion of department</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
</tr>
<tr>
<td>Administrative Leave</td>
<td>None</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>For leaves for extraordinary personal circumstances affecting employee not addressed by other leave policies. Granted at discretion of Unit Head/Regional Director. Paid leave may be used in conjunction with other types of leave. Typically less than a week but may be up to 4 weeks</td>
<td>None</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
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<td>Not Addressed</td>
<td>None</td>
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<td>Organ Honor Leave</td>
<td>None</td>
<td>Not Addressed</td>
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<td>None</td>
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<tr>
<td>Domestic Partners</td>
<td>SSDP only – No matter what the policy detail says, Purdue confirmed that they have a wrap policy which states that anywhere that spouse is listed under leave, SSDP applies.</td>
<td>Yes and SSDP - not clear if SSDP applies to FMLA</td>
<td>Spouse definition: the EE’s legal husband or wife as defined or recognized under state law for purposes of marriage in the state where the EE resides.</td>
<td>SSDP only</td>
<td>SSDP only</td>
<td>Registered SSDP eligible</td>
<td>Yes and SSDP – not clear if SSDP applies to FMLA</td>
<td>SSDP only</td>
<td>Not Addressed</td>
<td>All sick and family leave policies also include domestic partners. Also note that University I has expanded eligibility beyond domestic partners for sick and family leave policies to include: Grandchildren, Grandparents</td>
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<td>None</td>
<td>Not Addressed</td>
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Time Off Programs

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<tbody>
<tr>
<td>Family &amp; Medical Leave</td>
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<tr>
<td>1) Spouse definition above</td>
<td>1. Spouse definition above</td>
<td>2. For leave for birth, adoption, or foster care placement, time must be taken continuously and not intermittently</td>
<td>3. EE and spouse are limited to a combined 12 weeks for leave for birth, placement, care of child, and care of parent</td>
<td>4. Advance notice of leave should be given 30 days prior when scheduled</td>
<td>5. GT may request medical cert to support leave and extensions</td>
<td>6. Process to request leave: EE completes FMLA paperwork and submits to supervisor after third full day of consecutive absence; supervisor/HR/Rep issues Eligibility and Rights &amp; Resp. notice within five days and EE must return within 15 calendar days; Supervisor confers with HR to ensure eligibility and paperwork is filed</td>
<td>1. Does not include SSDP</td>
<td>2. Not combined for spouses</td>
<td>3. Faculty and staff who work nine months or longer at 50 percent time are given same FMLA entitlement</td>
<td>4. Leave is concurrent with any other leave of absence</td>
<td>5. Must use accrued paid sick leave</td>
<td>6. Sick leave under three days will not count toward FMLA leave</td>
<td>Requires 30-day advance notice</td>
</tr>
</tbody>
</table>

Notes:
- **Spouse**, **Domestic Partner**, and **Registered Domestic Partner** are considered a spouse under the policy and if that also includes SSDP
- **EE and spouse/domestic partner are limited to combined 12 month period**
- **Note if unmarried or state law recognized partner are limited to combined 12 month period**
- **Leave**
- **Filing procedures are determined by the departments**
- **Required to take all accrued and unused time off as part of absence**
- **Includes SSDP as a spouse**
- **EE/spouse SSDP not limited to a combined period**
- **30 days advance notice is required when foreseeable**
- **HC coverage is continued**

FMLA Definitions:
- **Sick leave** under FMLA is used for a serious health condition of an employee or a dependent of the employee
- **Parental leave** is used for the birth or placement for adoption of a child
- **Family leave** is used for the care of a spouse, child, or parent
- **Medical leave** is used for the care of an ill spouse, child, or parent

FMLA Exclusions:
- **EE is not required to use sick leave if FML reason is for own illness, care of child or parent, prior to using any vacation or personal time**
- **Vacation and or personal time can be supplemented to receive pay**
- **All time used runs concurrent**

Note:
- **No reference in policy to EE and spouse both being EEs and how that impacts FML time**

 FMLA:
- **SFMLA** provided for Civil Union Partners (separate from FML policy)
- **SSDP is eligible** (provisions mirror sick leave allowances in FML policy)
- **2. Advance notice of leave should be given 30 days prior to scheduled**
- **3. Can be paid leave is sick or vacation time used concurrently**

2013

Disability & Leave Plan Design Benchmark Survey

Page 2 of 38

Absence Benchmarking Study

November/December 2013
### Bereavement

**Jury Duty/Court Witness Duty**

- All regular employees: 1) Paid leave
- All employees (court duty):
  1. Paid
  2. Includes jury duty or witness

**Plan Design**

- Bereavement
- Witness Duty
- Jury Duty/Court

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### Time Off Programs

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<td>Bereavement</td>
<td>All employees:</td>
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<td>1) Paid leave</td>
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</table>
|             | Immediate relatives and relatives living in employee’s home: three working days over five consecutive days
|             | Relative’s relative: one half day to attend funeral
| Bereavement leave is not available. Details not specified

#### Bereavement

- All employees:
  1. Paid, but EEs can use up to five accrued sick days due to the death
  2. Employee’s immediate family member (employee’s spouse, parent, parents-in-law, grandparents, children, siblings, aunts, or uncles) is an employee’s household
  3. If an employee does not have adequate sick days to cover the absence, the employee may designate someone else to use vacation time

- Professional staff:
  - No bereavement leave: up to five days
  - Supports and service staff:
  - Up to three working days off for death of parent, grandparent, brother, sister, or child
  - Immediate family: one day for covered immediate
  - One day for non-immediate family members

- Academic staff:
  - Immediate family member: up to three days
  - Immediate family includes extended family
  - Time is deducted from vacation and/or sick leave

- Other:
  - Paid

- Full-time and part-time employees:
  - Paid leave
  - Support staff, including administrative staff and professional staff
  - Support staff, including administrative staff and professional staff
  - Support staff, including administrative staff and professional staff

- Not Addressed

- No specific bereavement leave policy

- Faculty see personal leave

- Regular employees:
  - Up to three days for death of family member, including SSDP

- Civil service EEs in a training, apprentice, or probationary status appointment and all academic staff members are eligible:
  - Paid
  - No restrictions on duration

- Civil service EEs in a training, apprentice, or probationary status appointment and all academic staff members are eligible:
  - Paid
  - No restrictions on duration

- Other: Bereavement leave is available. Yes, it is paid along with other “Chic Duties” including voting and emergency response.

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### Disability & Leave Plan Design Benchmark Survey

2013

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Absence Benchmarking Study
November/December 2013

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Page 3 of 38
**Disability & Leave Plan Design Benchmark Survey 2013**

**Military Leave**

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<tbody>
<tr>
<td><strong>Not Paid - Standard</strong></td>
<td>1. Not University C specific; University C follows the University Systems of University C policy</td>
<td>2. Offers military leave with pay (up to 18 days per federal fiscal year).</td>
<td>3. Military leave without pay: After an employee has exhausted faher paid military leave, an institution may pay the employee for nacher accumulated annual leave.</td>
<td>4. Benefits will continue while an employee is on full time ordered military duty.</td>
<td>5. In a paid leave status, FE and ER retirement plan contributions should continue to be paid.</td>
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<tr>
<td><strong>Military Leave</strong></td>
<td>All Regular Employees</td>
<td>1) 15 workdays paid</td>
<td>2) Unpaid beyond 15 days</td>
<td>All Employees</td>
<td>1) 15 days paid – does not offset military pay</td>
<td>2) Remaining time can come out of time of balances</td>
<td>3) Time off taken with pay will not count toward annual time off use limits</td>
<td>4) Maximum 5 years provided under USERRA</td>
<td>5) Indiana Military family leave act for family members – unpaid leave for 10 workdays per year and EE must use accrued vacation or PTO before taking without pay or using any other accrued time off</td>
<td>All Employees</td>
<td>1) Paid for 15 days, offsets for military pay</td>
<td>2) Can take additional accrued time off to supplement military pay</td>
<td>All Employees</td>
</tr>
<tr>
<td><strong>Military Leave</strong></td>
<td>All Regular Employees</td>
<td>1) 15 workdays paid</td>
<td>2) Unpaid beyond 15 days</td>
<td>Military leave (due to regular call up) with pay for up to one month; without pay for up to five years.</td>
<td>Benefits continue during paid leave.</td>
<td>If the military leave is a result of a presidential or congressional order, pay will continue for one month. For call-ups that exceed one month 1. The university will provide the individual a monthly pay differential equal to the difference between the current gross monthly wage or salary and the sum of the gross military pay and allowances. 2. Individuals on active duty may elect to use the military health care system or may continue existing University medical, dental, and vision coverage for the duration of the call-up period. The cost of coverage will remain the same as if the individual were not on leave.</td>
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<tr>
<td><strong>Military Leave</strong></td>
<td>All Regular Employees</td>
<td>1) 15 workdays paid</td>
<td>2) Unpaid beyond 15 days</td>
<td>Military leave is unpaid and for up to five years.</td>
<td>Remainder of military leave will be</td>
<td>Remainder of military leave will be</td>
<td>Military leave is unpaid and for up to five years. (standard USERRA and FMLA entitlements)</td>
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<td><strong>Military Leave</strong></td>
<td>All Regular Employees</td>
<td>1) 15 workdays paid</td>
<td>2) Unpaid beyond 15 days</td>
<td>Military leave will be</td>
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<td><strong>Military Leave</strong></td>
<td>All Regular Employees</td>
<td>1) 15 workdays paid</td>
<td>2) Unpaid beyond 15 days</td>
<td>Military leave will be</td>
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**Occupational Sick Leave**

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</thead>
<tbody>
<tr>
<td><strong>WC Coverage</strong></td>
<td>1) See non-occupational sick leave policy items above</td>
<td>2) Sick leave can supplement</td>
<td>WC Coverage</td>
<td>See below</td>
<td>Occupational sick time can be supplemented with the PTO, vacation or sick hour banks as applicable to certain groups</td>
<td>1) Max of four hours per day supplement</td>
<td>Paid at the percent of after-tax wages using highest 30 weeks</td>
<td>Payable on the eighth day, and once off 14 days first seven days are paid as well</td>
<td>Sick time accruals</td>
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<tr>
<td><strong>WC Coverage</strong></td>
<td>1) See non-occupational sick leave policy items above</td>
<td>2) Sick leave can supplement</td>
<td>WC Coverage</td>
<td>See below</td>
<td>WC Coverage</td>
<td>Five-day waiting period for benefits; however, if an employee is out more than 20 days, the benefits are paid back to the first full day of disability.</td>
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<tr>
<td><strong>WC Coverage</strong></td>
<td>1) See non-occupational sick leave policy items above</td>
<td>2) Sick leave can supplement</td>
<td>WC Coverage</td>
<td>See below</td>
<td>WC Coverage</td>
<td>Standard WC Leave – supplement with other time off allowed</td>
<td>Outsourced vendor</td>
<td>Paid on fourth date of disability or first day hospitalization</td>
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</table>

**Time Off Programs**

- **Leave:**
  - Military Leave
  - Clerical
  - All Regular Employees

**Absence Benchmarking Study**

November/December 2013

Page 4 of 38
Disability & Leave Plan Design Benchmark Survey
2013

Time Off Programs

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**Non-Occupational Sick Leave**

- Clinical/service staff: Eligible DOH
- Applies to all full time and part time employees (except librarians who have own policy—see below)
- Document references a union policy for union employees, but no additional information.
- Accrued from DOH first

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- PTO: Applies to all full time and part time employees. (except librarians who have own policy—see below)
- 80 hours per fiscal year (PT prorated)
- Day care
- Disability and health care provider appointments not limited, but care for an immediate family member limited to 10 workdays in a fiscal year
- Must accrue at rate of .0462 hours for each hour.
- Sick leave (not PTO)

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**Leave with Pay**

- Vacation and personal time can be used to supplement

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- Vacation
- Personal
- Sick time
- Family member
- Medical
- Dental
- Eyewear
- Family leave

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- Vacation and personal time can be used to supplement

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- Benefits are payable up to 60% of the employee’s average weekly wage, not to exceed the average weekly wage in the Commonwealth, which is established each October 1.

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- Workload Compensated Leave

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Plan Design

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| 10) Supplement up to $50 LTD benefit will receive 100 weeks and has eligible for LTD supplement to 100 can draw from sick benefit, and they required. 65 leave is not begin date, sick leave is not. Upon STD benefit purposes retirement service for.
| 7) At retirement/death, accrued will be forfeited. At termination all in regular paycheck. Pay is straight percent.
| 5. Forfeiture of sick days:
- 12 sick days per year for members (up to 10 days a year) for personal health maintenance (up to 16 hours a year for things like smoking cessation, stress management, bereavement).
- 6. Sick leave is available for own illness or that of a family member. Extended sick leave time for support staff: After sick time is depleted, extended sick time will pay 75 percent of salary to a maximum of 24 hours in any (12-month period) eligibility after year of employment. Professional staff and faculty: There is no formal method of sick leave accrual or accounting for sick leave for members of the administrative, faculty, and sponsored research staffs. A reasonable number of personal health care accounts.
- 4. Only FT and those with .75 FT earn.
- 5. Only for FT employees. In 2001, f (12x8=96/2080=.046154 per pay period. (accrue worked during the pay period.
- 3. Sick leave rolls are depleted, extended sick time will pay 75 percent of salary to a maximum of 24 hours in any (12-month period) eligibility after year of employment. Professional staff and faculty: There is no formal method of sick leave accrual or accounting for sick leave for members of the administrative, faculty, and sponsored research staffs. A reasonable number of personal health care accounts.
- 2. Sick leave is unlimited.
- 1. Sick leave is doubled.

Absence Benchmarking Study November/December 2013
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| 1. **Call medical leave, if paid, and can be used for EE, child, family members**<br>2. **Eligibility and time dependent on % of EE's earning**<br>3. **For EE own condition: time allotted ranges from 2 consecutive calendar weeks to 3 consecutive months**<br>4. **For dep child: 10 work days per fiscal year**<br>5. **For immediate family: ranges from not being covered as a paid leave to 10 regularly scheduled work days per fiscal year**<br>6. **After 14 days of Medical Leave, EE must contact carrier (Cigna) and manage the leave from that point to max duration (collect medical, verify time off, etc.)**<br>7. **Duration for Medical Leave (max): 3 months. Following this, Es are eligible for Academic DI Benefit (income replacement from 3-12 months) which is administered by the University (See STD Plan design for details).**<br>8. **For EE and other relevant factors, and may be paid for the duration of the absence up to but not normally exceeding a period of six months. Cases extending beyond six months will be reviewed for purposes of determining eligibility for Long-Term Disability Plan benefits."**<br>9. **University G will pay for eight weeks of disability leave for childbirth (16 weeks for twins)**<br>10. **University heads are responsible for reporting a continuous absence greater than one month to the Human Resources Office...**
| Faculty, continuing lecturers and professional staff: | ≤ 1 yr: 100 percent for 10 days; 1-2 yrs is 100 percent for 22 days and 75 percent for 22 workdays; 2-3 yrs is 100 percent for 44 work days and 75 percent for 44 work days; 3+ years is 100 percent for 66 days and 75 percent for 66 workdays; during a 12-month rolling backward period from date leave begins. | Eligible DONH | <1 year is 100 percent for 10 days; 1-2 years is 100 percent for 22 days and 75 percent for 22 workdays; 2-3 years is 100 percent for 44 work days and 75 percent for 44 work days; 3+ years is 100 percent for 66 days and 75 percent for 66 workdays; all during a 12-month rolling backward period from date leave begins. | Eligible DONH | ≤ 1 yr: 100 percent for 10 days; 1-2 years is 100 percent for 22 days and 75 percent for 22 workdays; 2-3 years is 100 percent for 44 work days and 75 percent for 44 work days; 3+ years is 100 percent for 66 days and 75 percent for 66 workdays; during a 12-month rolling backward period from date leave begins. | Eligible DONH | Eligible DONH | Eligible DONH | Eligible DONH | Eligible DONH | Eligible DONH | Eligible DONH | Eligible DONH |
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**Purdue continues to pay ER portion of health benefits and EE is deducted from paycheck.**

**If a holiday occurs during a 12 workdays period from date leave begins, the holiday will be recorded as an immediate care provider leave.**

**Cases extending beyond six months will be reviewed for purposes of determining eligibility for Long-Term Disability Plan benefits.""**
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<td>4)</td>
<td>Limited to 10 workdays in a fiscal year</td>
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<td>4)</td>
<td>Continuous service includes any paid leave of absence time and terminates when maximum allowance of paid sick leave, resignation, retirement or death occurs. New period of continuous service starts when return from leave, return to active service or is rehired.</td>
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<td>5)</td>
<td>Upon termination, any unused paid sick leave remaining is forfeited.</td>
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<td>6)</td>
<td>All sick leave is to be requested in writing.</td>
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<td>7)</td>
<td>Each department determines number of days of sick leave which will then require a return to work statement. Not required on intermittent FMLA.</td>
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<td>8)</td>
<td>Runs concurrent with FMLA.</td>
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<td>9)</td>
<td>Holidays are paid as holidays.</td>
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<td>10)</td>
<td>Health insurance contributions will continue during a leave.</td>
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<td>11)</td>
<td>Sick leave request are through completion of the University C Vacation and Sick Leave Request Form.</td>
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<td>12)</td>
<td>Each dept. is responsible to certify the sick time reported and ensure leave balances are accurate.</td>
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<td>13)</td>
<td>If WC injury, EE has option to use unpaid leave even if they had paid leave available.</td>
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<td>14)</td>
<td>Sick Leave Without Pay:</td>
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<td>1.</td>
<td>After exhausting all accrued sick leave and vacation leave, sick leave without pay for a period not to exceed one year (including both paid and unpaid time) can be granted.</td>
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<td>2.</td>
<td>Reasons are due to his or her own injury or illness or due to illness, injury or death of EE's immediate family.</td>
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<td>3.</td>
<td>Request for unpaid leave made on same FT vacation and Sick Leave Request Form, and dept. must approve the leave.</td>
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<td>4.</td>
<td>Once approved, the EE has the right to continue his/her group insurance benefit by contacting HR Dept. and paying for their...</td>
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### Personal Leave

**Faculty:**
- Available: Yes
- Request for leave is through the appropriate administrative office of the employing unit. A HR committee reviews the request and determines approval.
- Available but vary among groups.
- Personal leaves are available.
- Faculty has an open and flexible policy for short periods of leave for personal business, illness, jury duty, military leave, or others at full salary.
- Faculty may request the following:
  1. Professional Leave
  2. Personal Leave
  3. Leave for Health Care

**Staff:**
- Available: Yes
- Leave cannot use for WC
- Faculty and staff may request the leave and determine if approved
- Personal leave for Faculty
- Personal Leave for Staff

**P&A Staff**
- Available: Yes
- Leave cannot use for WC
- Faculty and staff may request the leave and determine if approved
- Personal leave for Faculty
- Personal Leave for Staff

**Excise Officers, and EEs:**
- Available: Yes
- Leave cannot use for WC
- Faculty and staff may request the leave and determine if approved
- Personal leave for Faculty
- Personal Leave for Staff

---

### University Surveys

- Disability & Leave Plan Design Benchmark Survey
  - November/December 2013

- Absence Benchmarking Study
  - November/December 2013

---

### Personal Leave Details

<table>
<thead>
<tr>
<th>Personal Leave</th>
<th>Central Service Staff:</th>
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<tbody>
<tr>
<td><strong>1.</strong></td>
<td>Unpaid Leave</td>
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<td><strong>2.</strong></td>
<td>Used for any type of leave not covered by another leave policy (replaces what used to be 6 different policies)</td>
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<td><strong>3.</strong></td>
<td>Can include sick, pregnancy, newborn, personal business, education, volunteering or religious observance</td>
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<tr>
<td><strong>Clerical/Service Staff:</strong></td>
<td>University or religious business, newborn, personal pregnancy, can include sick, different policies</td>
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<tr>
<td><strong>3.</strong></td>
<td>Used to be 6 leaves (replaced what leave policy covered of leave not used to be 6 leaves)</td>
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<tr>
<td><strong>2.</strong></td>
<td>Personal leaves are available. Faculty leaves are included in the on-line materials. It appears there are also non-paid personal leaves for other non faculty employees, but information is password protected. Faculty may request the following additional leaves:</td>
</tr>
<tr>
<td><strong>1.</strong></td>
<td>Personal Leave without Pay: available: due to unforeseen events or special circumstances, an Employee may take time off for personal reasons.</td>
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<td><strong>3.</strong></td>
<td>Approved personal leaves will allow EEs to continue their group insurance benefit.</td>
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</tbody>
</table>

### Time-Off Programs

| Plan Design | University A - Purdue | University B | University C | University D | University E | University F | University G | University H | University I | University J | University K | University L | University M |
|-------------|-----------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
### Disability & Leave Plan Design Benchmark Survey

#### 2013

<table>
<thead>
<tr>
<th>Time Off Programs</th>
<th>University A - Purdue</th>
<th>University B</th>
<th>University C</th>
<th>University D</th>
<th>University E</th>
<th>University F</th>
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<th>University L</th>
<th>University M</th>
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<td>1.</td>
<td><strong>Faculty Teaching Relief</strong> - (one semester at full pay)</td>
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<td>8.</td>
<td><strong>Faculty Parental Leave</strong> – can be taken as full time leave or part time.</td>
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<td><strong>Mutual Benefit Leave</strong> granted for those in greater than 11 month positions, and will not charged against accrued unpaid leave and cannot be for less than 30 days or more than 3 months per fiscal year.</td>
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<td>Time Off Programs</td>
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<td>Illness/injury will require a medical statement and EE return will require RTW statement</td>
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<td>12) EE terminated because personal leave denied for illness/injury or who exceeded authorized personal leave and are reinstated within 180 days will be considered continuously employed</td>
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<td>13) Medical insurance continues of EE continues their portion of contributions and if not, university can cancel coverage. Faculty, Continuing Lecturers and Administrative and Professional Staff</td>
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<td>2) Replaced newborn infant care and misc leave</td>
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<td>3) Used for any reason not covered under another leave policy</td>
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<td>4) As of 1/1/99 up to one year may be given</td>
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<td>5) Less than 22 workdays requires written approval of departmental head, over requires written approval of a cast of approvers</td>
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<td>6) Minimum increment is one day, except for EE or immediate family member of the child, is entitled to a one semester paid leave of Absence. Benefits continue to be paid for by university.</td>
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Any unpaid leaves – ee must keep their medical coverage if leave is under 3 months (and pay the full premium). If leave is over 3 months employee can continue or cancel their medical coverage.

1. Professional reasons include the opportunity to take a temporary paid position outside the university that will enhance professional development and increase the faculty member’s value to the academic unit on her or his return.
2. Entrepreneurial leave faculty member may request an entrepreneurial leave when a University offers her/him a regular paid position because of her/his expertise with a particular technical problem or process.
**Disability & Leave Plan Design Benchmark Survey**

**2013**

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<th>Plan Design</th>
<th>University A - Purdue</th>
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<td><strong>Tenured Faculty Only:</strong> Only full time service at professional level is generally considered toward eligibility for leave</td>
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<td><strong>Academic:</strong> Academic year gets one term with no reduction in pay and two terms with 50% reduction in pay</td>
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<td>Annual appointments to be 6 months with no reduction in pay and 12 months with 50% reduction in pay</td>
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<td>Grant(s) for 1 or 2 semesters, 51/2 months or 11 months</td>
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<td>Awarded based on years of service (no details of service schedule)</td>
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<td>Tenured Faculty are entitled to leave up to 1 year after 6 academic years of service</td>
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<td>Salary is continued at 51/2 full benefits are continued</td>
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<td>Salary is based on salary at time leave taken</td>
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<td>Must return to the institution at the end of the leave period and do so for 2 years. If they do not, the EE must reimburse the institution</td>
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<td>Must return for at least the amount of time taken during sabbatical or reduced pay</td>
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<td>Tenured Faculty Only: Tenured Faculty Only after 6 years of full time service, 6 months at full pay or one year at 50% pay</td>
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<td>Very detailed list – includes tenured and some non-tenured, fellows:</td>
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<td>Academic: Maximum is one year</td>
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<td>Service of up to 12 quarters allows for 1 quarter leave</td>
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<td>Service from 18 to 36 months allows for 3 quarters</td>
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<td>Pay is determined on the basis of quarterly and number of quarters taken for sabbatical</td>
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<td>Return must complete service of time period equal to sabbatical leave</td>
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<td>Pay 6 is up to 100%, and time is taken in months</td>
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<td>Schedule is based on months of service</td>
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<td>Pay is graded on months of service and then months</td>
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**Notes:**
- Cannot offer any leave to Sabbatical leaves
- Policy is actually scheduled to end of the leave period and do so for 2 years. If they do not, the EE must reimburse the institution
- Must return to the institution at the end of the leave period and do so for 2 years. If they do not, the EE must reimburse the institution
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<td>18 months if not consecutive at limits above</td>
<td>6) Additional remuneration is acceptable: grants, fellowships, other sources provided total comp does not exceed full time salary for period of leave (and not in conflict for reason of leave)</td>
<td>7) Grants or stipend for family travel, COLA and expenses provided they aren’t for remuneration</td>
<td>8) Contributions toward TIAA/CREF and health programs provided EIE contributions continue</td>
<td>9) SS payments based on actual salary received</td>
<td>10) Vacation does not accrue</td>
<td>2) Faculty must return for at least one full year of service or reimburse compensation and fringe benefits paid during leave</td>
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<td>Travel or coincidental expenses may be paid</td>
<td>Requires additional year of service upon completion of sabbatical</td>
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<td>After 6</td>
<td>2 semesters at 1/2 salary</td>
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<td>After 5</td>
<td>semester at 2/3 salary</td>
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<td>5. For faculty members on 12 month appointments:</td>
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<td>Years of FT service</td>
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## Time Off Programs

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<tr>
<td></td>
<td><strong>Research/Institutional / Engagement Travel</strong></td>
<td>Not Addressed</td>
<td>Do not offer</td>
<td>Training/Engagement Leave</td>
<td>Staff and Temporary Employees</td>
<td>Required training will not use accrued time off and if put into OT situation, OT will be paid</td>
<td>Voluntary must use accrued time off or hours made up on Called Study Leave</td>
<td>Formal study, educational travel for professional competence</td>
<td>One year service: 2-4 weeks</td>
<td>Three years service: 3 months</td>
<td>Six years service: 6 to 12 months</td>
<td>Single Semester Leaves: Tenured Faculty, Tenure-Track Faculty, Contract Faculty and Tenured faculty members returning to a faculty role following the conclusion of a Sr Leadership appointment</td>
<td>Junior Faculty research leaves (for faculty in years 2-6 with the university), one semester with pay.</td>
</tr>
</tbody>
</table>

*Note: Administrators who are not eligible for Sabbatical Leave are provided Administrative Leave (see other leaves listed below for details)*
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<td></td>
<td>Four for four hours basis within same week. Local union has a special career development committee for union employees for training, career planning and restructuring of jobs.</td>
<td>Paid, but reduced as follows (pay is taken from annual leave/vacation): 2-3 weeks: travel time 4 weeks: 5 days plus travel time 3 months: 11 days 6 to 12 months: 22 days eligible. Awarded based on years of service and full salary and benefits are paid.</td>
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<td>Entrepreneurial Leave: Tenured Faculty and Tenure-Track Faculty eligible. Leave involved ventures related to the development of university intellectual property. Eligible after 4 years of academic fiscal years of service and no salary or benefits paid.</td>
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<td>Professional Staff: Full or partial leave. Unpaid (can use accrued time) by university but paid by other entity up to 100% of regular pay. Approvals up to chancellor or provost. Allowed for up to 24 months. All holiday, PTO accruals and contributions will be made based on time working for university. All benefit plans can continue if</td>
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<tr>
<td>Outside Activity Leave</td>
<td>Faculty Only:</td>
<td>1) Requests must be approved by department head for one day to 5 days</td>
<td>Not Addressed</td>
<td>Do not offer</td>
<td>Called “Leave for Development of Commercial Projects with a Non-University Entity.” Applies to an FT Professional Exempt Staff</td>
<td>No separate policy</td>
<td>Do not offer</td>
<td>No separate policy</td>
<td>Not Addressed</td>
<td>See faculty personal leaves</td>
<td>No separate policy</td>
<td>Do not offer</td>
<td>Special Leave for CVE Service EEs: Purpose of continuing education. Duration of this unpaid leave varies, but must allow a 30 day availability period. Benefits do continue.</td>
<td>Management/professional employees may request approval for consulting leave for professional activity outside University M by completing the Permission to Engage in Outside Activity form</td>
</tr>
</tbody>
</table>
### Disability & Leave Plan Design Benchmark Survey 2013

#### Time Off Programs

<table>
<thead>
<tr>
<th>Plan Design</th>
<th>Year: 2013</th>
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<tbody>
<tr>
<td><strong>University A - Purdue</strong></td>
<td><strong>University B</strong></td>
</tr>
<tr>
<td>Paid International Leaves</td>
<td></td>
</tr>
<tr>
<td>Change in Duty Station</td>
<td>Not Addressed</td>
</tr>
<tr>
<td>International Leaves</td>
<td>Purdue mentioned some specific leaves like Rest &amp; Re-cooperation, what happens during country specific leaves like Rest &amp; Re-cooperation.</td>
</tr>
<tr>
<td>Paid Parental Leave</td>
<td>All benefits eligible employees including graduate student employees.</td>
</tr>
<tr>
<td>Limited to Faculty</td>
<td>No additional Maternity or Paternity Leave provided. FMLA, Sick Time and Vacation Leave only</td>
</tr>
<tr>
<td>Academic staff only</td>
<td>Paid for up to 6 weeks after birth/adoption</td>
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<tr>
<td></td>
<td>Concurrent with FMLA</td>
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<tr>
<td></td>
<td>Must be under age 6</td>
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<tr>
<td></td>
<td>Not for foster care</td>
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<td></td>
<td>Before or after birth</td>
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<td></td>
<td>Adoption date must be set</td>
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<td></td>
<td>Applies to both men and women</td>
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<td></td>
<td>In addition to STD benefit</td>
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<td></td>
<td>Combined 6 weeks for both spouses if two work for university</td>
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<td></td>
<td>Can be taken continuous or intermittently</td>
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<tr>
<td></td>
<td>Must be taken</td>
</tr>
<tr>
<td>Qualifies under Discretionary Leave policies and can be paid using time off programs</td>
<td>All less eligible, but type of EE impacts time given: 1. Runs concurrent with FMLA 2. Faculty &amp; P&amp;A: Bio Mom- 6 weeks paid; Bio Dad 4 weeks unpaid. Adoptive Parents- 2 weeks paid &amp; 4 weeks unpaid 3. University F regional campus: Bio Mom- 6 weeks paid; Bio Dad 4 weeks paid &amp; 2 weeks unpaid. Adoptive Parents- 2 weeks paid &amp; 4 weeks unpaid 4. University I</td>
</tr>
<tr>
<td>Yes, Available to all faculty and staff working at least 75% FTE. Birth mother - Up to 240 hours (6 work weeks, based on an appointment of 100% FTE)</td>
<td>Father, domestic partner, adoptive parents - Up to 120 hours (3 work weeks, based on an appointment of 100% FTE)</td>
</tr>
<tr>
<td>For employees who want to take leave to care for newborn or spouse, they can take 5 days of sick time (when paid at 100% FTE).</td>
<td></td>
</tr>
<tr>
<td>For employees who have 6 months of service and are academic staff members or civil service employees in a trainee, apprentice, learner, or status appointment or in a provisional appointment intended to be permanent. 1. 2 weeks of paid leave following the birth of a child, or upon the initial placement or legal adoption of a child under age 18. 2. Concurrent with FMLA. 3. Limited to 1 leave per 12 months. 4. Leave following the birth of a child must be taken.</td>
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<tr>
<td>For employees who have 6 months of service and are academic staff members or civil service employees in a trainee, apprentice, learner, or status appointment or in a provisional appointment intended to be permanent. 1. 2 weeks of paid leave following the birth of a child, or upon the initial placement or legal adoption of a child under age 18. 2. Concurrent with FMLA. 3. Limited to 1 leave per 12 months. 4. Leave following the birth of a child must be taken.</td>
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<td>For employees who have 6 months of service and are academic staff members or civil service employees in a trainee, apprentice, learner, or status appointment or in a provisional appointment intended to be permanent. 1. 2 weeks of paid leave following the birth of a child, or upon the initial placement or legal adoption of a child under age 18. 2. Concurrent with FMLA. 3. Limited to 1 leave per 12 months. 4. Leave following the birth of a child must be taken.</td>
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Disability & Leave Plan Design Benchmark Survey
2013

Time Off Programs

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<tbody>
<tr>
<td>Parental Leave and all others receive up to 130 hours</td>
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7) Generally commences immediately upon birth or adoption but may be used to cover legal requirements prior to an adoption |
8) If both parents are EEs, they may combine their hours and split how they want as long as nobody gets more than 240 hours (and maximum combined if there is no birth mother is also 240 hours) |
9) May be taken as intermittent or reduced schedule with approval |
10) Holiday is paid as holiday, if employee is in a pay status the day before and the day after the holiday |
11) Health insurance continues with payment by university and employee |
12) Birth mothers must get approval to RTW |

Incidental Paid Time Off

<table>
<thead>
<tr>
<th>Personal Holiday/Business Days</th>
<th>Clerical/Service Staff:</th>
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</thead>
<tbody>
<tr>
<td>1) Called Paid Personal Holiday</td>
<td>Call P Staff:</td>
</tr>
<tr>
<td>2) Must</td>
<td>9 official holidays plus three personal 'floating' holidays</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Personal Floating Days</th>
<th>Provides 12 holidays:</th>
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<tbody>
<tr>
<td>New Years Day</td>
<td>New Year's Day</td>
</tr>
<tr>
<td>MLK Day</td>
<td>MLK Jr. Day</td>
</tr>
<tr>
<td>Campus Holiday</td>
<td>Campus Holiday</td>
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<tr>
<td>After Thanksgiving Day</td>
<td>After Thanksgiving Day</td>
</tr>
<tr>
<td>Independence Day</td>
<td>Independence Day</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Non-Faculty Days</th>
<th>All Ees eligible although some clerical groups observe different days. Majority of population has 7 days of Holiday</th>
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<tbody>
<tr>
<td>Labor Day</td>
<td>Labor Day</td>
</tr>
<tr>
<td>Thanksgiving Day</td>
<td>Thanksgiving Day</td>
</tr>
<tr>
<td>Christmas Day</td>
<td>Christmas Day</td>
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<tr>
<td>Before/after</td>
<td>Before/after</td>
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<table>
<thead>
<tr>
<th>NA - just the standard holidays that are provided</th>
<th>10 days</th>
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<tbody>
<tr>
<td>1) Days</td>
<td>New Years</td>
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<tr>
<td>MLK Jr.</td>
<td>MLK Jr.</td>
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<tr>
<td>Presidents Day</td>
<td>Presidents Day</td>
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<tr>
<td>Memorial Day</td>
<td>Memorial Day</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>NA - just the standard holidays that are provided</th>
<th>Provide 11 holidays but do vary by campus as Chancellors have discretion.</th>
</tr>
</thead>
<tbody>
<tr>
<td>NA - just the 12 legal holidays in University M's State</td>
<td>NA - just the 12 legal holidays in University M's State</td>
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</table>
### Time Off Programs

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<th>University M</th>
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<tbody>
<tr>
<td><strong>Vacation</strong></td>
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</table>

- **Clerical/Service Staff:** Lecturers and Faculty, University termination
- **Lecturers and Faculty:**
  - **DOH:** Accrues at workdays in min. half day increments
  - **DOH:** Time accrues in a paid half day increments
  - **DOH:** Time is paid out on vacation leave

1. **New Years’ Day**
2. **Independence Day**
3. **Labor Day**
4. **Thanksgiving Day**
5. **Martin Luther King, Jr. Day**
6. **Christmas Eve**
7. **Christmas Day**
8. **Memorial Day**
9. **Columbus Day**
10. **Veterans Day**
11. **Thanksgiving Day**
12. **Martin Luther King, Jr. Day**
13. **Labor Day**
14. **Independence Day**
15. **Memorial Day**

#### Note:
- **Personal Time off Policy:**
  - Non-Faculty has Personal Time off for personal business, illness, jury duty, military leave, or others at full salary.
  - **PERSONAL TIME OFF POLICY:**
    - Non-Faculty has Personal Time off 24 hours in a calendar year.
    - Not carried forward.
    - Can borrow against allotment as of January 1.
    - Unused Personal Time is paid out on termination.

#### Time on C2H (14 days annually)
- **New Year’s Day**
- **Martin Luther King, Jr. Day**
- **Thanksgiving**
- **Independence Day**
- **Labor Day**
- **Martin Luther King, Jr. Day**
- **Thanksgiving**
- **MLK Day**
- **Independence Day**
- **Labor Day**
- **Memorial Day**
- **Labor Day**
- **Memorial Day**
- **Veterans Day**
- **Thanksgiving Day**
- **Christmas Day**

#### Time on C2H (14 days annually)
- **New Year’s Day**
- **Martin Luther King, Jr. Day**
- **Thanksgiving**
- **Independence Day**
- **Labor Day**
- **Memorial Day**
- **Labor Day**
- **Memorial Day**
- **Veterans Day**
- **Thanksgiving Day**
- **Christmas Day**

### Disability & Leave Plan Design Benchmark Survey 2013

#### Absence Benchmarking Study
- November/December 2013

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**Page 18 of 38**
**Time Off Programs**

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- **Leaves**
  - 3) Accrued pay is earned for PT employment at 20 days per year
  - 4) EEs must work at least 8 hours per workday to earn leave
  - 5) Full-time EEs are eligible for a maximum of 25 vacation days per year.
  - 6) Vacation leave is earned at a rate of 8 hours per month.
  - 7) Vacation leave is earned at the rate of 5 days per quarter.
  - 8) Vacation leave is earned at the rate of 10 days per year.

- **Vacation Leave**
  - 1) EEs are eligible for 15 days of vacation per year.
  - 2) EEs are eligible for 20 days of vacation per year.
  - 3) EEs are eligible for 25 days of vacation per year.

- **Sick Leave**
  - 1) EEs are eligible for sick leave.
  - 2) EEs are eligible for sick leave.

- **Personal Leave**
  - 1) EEs are eligible for personal leave.
  - 2) EEs are eligible for personal leave.

- **Mental Health Leave**
  - 1) EEs are eligible for mental health leave.
  - 2) EEs are eligible for mental health leave.

- **Parental Leave**
  - 1) EEs are eligible for parental leave.
  - 2) EEs are eligible for parental leave.

- **Family and Medical Leave Act (FMLA)**
  - 1) EEs are eligible for FMLA leave.
  - 2) EEs are eligible for FMLA leave.

- **Military Leave**
  - 1) EEs are eligible for military leave.
  - 2) EEs are eligible for military leave.

- **Terminal Vacation Pay**
  - 1) EEs are eligible for terminal vacation pay.
  - 2) EEs are eligible for terminal vacation pay.

- **Disability Leave**
  - 1) EEs are eligible for disability leave.
  - 2) EEs are eligible for disability leave.

- **Retirement**
  - 1) EEs are eligible for retirement.
  - 2) EEs are eligible for retirement.

- **Unemployment**
  - 1) EEs are eligible for unemployment.
  - 2) EEs are eligible for unemployment.

**Accruals**

- Exempt: 3.5 hours per month
- Non-exempt: 7.5 hours per month

**Vacation Leave**

- Minimum of 30 hours earned per month
- Maximum of 180 hours earned per year

**Sick Leave**

- Minimum of 20 hours earned per month
- Maximum of 120 hours earned per year

**Personal Leave**

- Minimum of 10 hours earned per month
- Maximum of 60 hours earned per year

**Military Leave**

- Minimum of 50 hours earned per month
- Maximum of 300 hours earned per year

**Unemployment**

- Minimum of 10 hours earned per month
- Maximum of 60 hours earned per year

**Retirement**

- Minimum of 50 hours earned per month
- Maximum of 300 hours earned per year

**Unemployment**

- Minimum of 10 hours earned per month
- Maximum of 60 hours earned per year
### Time Off Programs

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**Vacation Information**

- Academic positions can transfer 80 hrs. and any excess will be paid out.
- Up to a max of 48 days if FT. FT receives payout prorated based on FTE.
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<td>7) Accruals cannot exceed 44 vacation days for anyone and will cease to accrue until they are below the 44 days.</td>
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<td>15) Accrued and unused vacation is paid out upon termination, up to a maximum of 44 days.</td>
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<td>16) There is no option to request payment in lieu of vacation time.</td>
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<td>8) Vacation can be used to supplement paid leave or also during Military and FMLA leaves.</td>
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<td>9) Conversion from Fiscal staff to Academic staff will require that staff member must use as much accrued vacation is permitted and</td>
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Upon conversion will be paid the remaining accrual.

Graduate Student:
1) Academic year staff is granted vacation when classes are not in session, until the 7th day before classes begin and the final date of submission for grades each semester.

Fiscal year staff:

Graduate Student:

1) Academic year staff is granted vacation when classes are not in session, until the 7th day before classes begin and the final date of submission for grades each semester.

### Formal Attendance Policy

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Not Addressed

Yes. Forms of Absenteeism:
1. Minor Rule Violations: Includes excessive tardiness or absenteeism & OR fails to notify the supervisor within the first two hours after start of shift on the first day of absence. Detailed procedures included in the policy to assist supervisor in addressed absences.
2. Supervisory Counseling for Chronic Absenteeism or Lateness. Detailed procedures included in the policy to assist supervisor in addressed absences.

Not Addressed

NA

Reference within Sick Leave policy: If EE is absent for 3 consecutive days without authorization, they are considered resigned.

Not Addressed

Not Addressed

Not Addressed

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Not Addressed

Yes

Not Addressed

Not Addressed
Plan Design

**A record of tardiness and inexcusable absence may interfere with promotion and may result in loss of pay or disciplinary action.**

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<td>Other leaves?</td>
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<td>• Campus Closed- Charging Time: applicable when campus closes for an emergency condition. Each dept. has a list of Ees considered essential on these days. These Ees will be paid 8 hours per closed day if report to work. Regular Benefits eligible Ees (who do not report to work) will also be paid 8 hours. All other employees are not paid.</td>
<td>• Bone Marrow &amp; Organ Donation: Ees working at least 30 hrs. a wk. are eligible and paid under medical leave of absence of up to 40 work weeks (five work days) to undergo a medical procedure, including matching testing, to donate bone marrow or an organ or partial organ to another person.</td>
<td>• Chemical Abuse Program: Teammates only eligible and if enrolled in a University run program, will receive paid time off for duration of program and participation</td>
<td>• Religious Holidays: Faculty, academic P&amp;A, Civil Service, Graduate Assistants, &amp; Student Ees eligible. Submit request 2 weeks prior. May be paid.</td>
<td>• Voting &amp; Election Judge Leave: Paid leave and all employees eligible. &quot;Time to get to polls, vote and back to work granted, no charge.&quot;</td>
<td>• Military Family Leave: Applies to Ees in State Civil Service and is unpaid. Duration of 1 hour every 6 days to donate blood and 2 hours or more to donate blood platelets. Paid leave. Benefits continue.</td>
<td>• Blood or Blood Platelet Donor Leave: all Ees eligible after 6 months of service. Duration of 1 hour every 6 days to donate blood and 2 hours or more to donate blood platelets. Paid leave. Benefits continue.</td>
<td>• Disability Leave: Occ and Non occ related, including pregnancy. Paid if in the SURS or receiving LTD. All Ees eligible. Run concurrent with STD and LTD. Benefits continue for 24 months, pay is a % of earnings.</td>
<td>• Disaster Service Volunteer Leave: Volunteers of Am Red Cross or Il Emergency Management Agency. Paid leave and granted 20 days in any 12 month period. Benefits and pay continue.</td>
<td>• Organ or Bone Marrow Donation: All Ees eligible. Paid leave up to 30 days once in a 12 month period. Benefits continue.</td>
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<td>fed, state &amp; location elections. If polls not open 2 hours before or 2 hours after EE's normal work schedule, time granted to permit to vote (2 hour block)</td>
<td>selective Service &amp; Military Physical Exams. Any EE required by Fed Law to take a physical exam for service is allowed to do so and is paid any time lost.</td>
<td>specification of time allowed. Also provide paid leave to those serving as a precinct election judge. No duration noted</td>
<td>Victims of Crime: granted unpaid leave, but no specifics provided regarding who is eligible or duration</td>
<td>School Conference &amp; Activity Leave: 16 hours each year granted to all employees. Unpaid leave, but can sup with vacation time to receive pay</td>
<td>Volunteer: Paid leave for up to 7.5 hours a year.</td>
<td>Leave for Volunteer Disaster Service: All EEs eligible, if also certified/qualified. Paid leave allows for 15 work days per fiscal year.</td>
<td>Bone Marrow/Organ Donation: All EEs eligible. Paid leave for 5 work days/ 30 work days.</td>
<td>Absence due to volunteer firefighting duties: Unpaid leave. Duration not specified</td>
<td>General Authorized Leave without Pay: Unpaid leave. Approved when exceeds 30 days. No additional information provided</td>
<td>Special Leave: Up to 15 days of paid leave if governor declares state of emergency to address housing needs. Eligibility determined by Dept of Homeland Security.</td>
<td>Shared Benefits: All EEs eligible to donate leave time</td>
<td>Civil Air Patrol Leave: Eligible after 12 months of service. Unpaid leave but granted to those who are members of a civilian aux of the USAF. Duration is up to 30 days and other benefits do continue</td>
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### Time Off Programs

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- **Security & Safety Leave (VESSA):** Unpaid leave allowing for 12 weeks of time to seek medical help, obtain services, plan safety, etc. for domestic violence victims.

- **Voting - General or Special Election or Primary Election:** unpaid leave for all Ees. Allows for 2 hours prior to or after work schedule, if time of polls conflicts with work schedule, to vote.

### Short Term Disability

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- **Is an STD plan offered? (Or just PTO or sick time?)**
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  - University B: Yes
  - University C: Yes
  - University D: Yes
  - University E: Yes
  - University F: Yes
  - University G: Yes
  - University H: Yes
  - University I: Yes
  - University J: Yes
  - University K: No
  - University L: No
  - University M: No

- **Eligibility**
  - University A: All FT Ees in active employment in the US, working at least 30 hours per week (F/T/PT)
  - University B: Tenured/Untenured Faculty, Bargaining EE's FT (35) and PT (17.5 hours)
  - University C: Employees outside the state with at least 50% FTE for 6 months and all union employees
  - University D: Employees outside the state with at least 50% FTE for 6 months and all union employees
  - University E: Employees outside the state with at least 50% FTE for 6 months and all union employees
  - University F: Employees outside the state with at least 50% FTE for 6 months and all union employees
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  - University L: Employees outside the state with at least 50% FTE for 6 months and all union employees
  - University M: Employees outside the state with at least 50% FTE for 6 months and all union employees

- **STD Plan**
  - University A: Is an STD plan offered? (Or just PTO or sick time?)
  - University B: Is an STD plan offered? (Or just PTO or sick time?)
  - University C: Is an STD plan offered? (Or just PTO or sick time?)
  - University D: Is an STD plan offered? (Or just PTO or sick time?)
  - University E: Is an STD plan offered? (Or just PTO or sick time?)
  - University F: Is an STD plan offered? (Or just PTO or sick time?)
  - University G: Is an STD plan offered? (Or just PTO or sick time?)
  - University H: Is an STD plan offered? (Or just PTO or sick time?)
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  - University K: Is an STD plan offered? (Or just PTO or sick time?)
  - University L: Is an STD plan offered? (Or just PTO or sick time?)
  - University M: Is an STD plan offered? (Or just PTO or sick time?)
### Short Term Disability

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<th>University M</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eligibility Waiting Period</td>
<td>1 year</td>
<td>Not Addressed</td>
<td>Support Staff - STD: 60 FTE months</td>
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<td>State Police, elected officials, and employees of a few quasi-agencies do not participate in the group STD program.</td>
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<tr>
<td>Funding Arrangement</td>
<td>ASO</td>
<td>Non contributory</td>
<td>Support Staff EDB - self administered</td>
<td>Carrier administered - self-funded ATP</td>
<td>Employer paid</td>
<td>Insured with Liberty - 100% employer paid</td>
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<tr>
<td>Elimination Period</td>
<td>21 days</td>
<td>7 day EP</td>
<td>14 days for injury or illness</td>
<td>30 days; benefits begin day 31</td>
<td>7/7 with first day hospitalization</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Weekly Benefit Amount</td>
<td>65%</td>
<td>60%</td>
<td>60% of weekly earnings</td>
<td>100% of pay</td>
<td>60% plan</td>
<td></td>
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</tr>
<tr>
<td>Benefit Duration</td>
<td>13 weeks</td>
<td>26 weeks</td>
<td>13 weeks</td>
<td>26 weeks</td>
<td>60 days</td>
<td>13 weeks</td>
<td>6 months</td>
<td></td>
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</tr>
</tbody>
</table>

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**Notes:**
- University A - Purdue, University B, University C, University D, University E, University F, University G, University H, University I, University J, University K, University L, University M.
- Support Staff - STD: 60 FTE months.
- Carrier administered - self-funded ATP.
- Employer paid.
- Insured with Liberty - 100% employer paid.
- 30 days; benefits begin day 31.
- 7/7 with first day hospitalization.
- 60% plan.

---

**Eligibility Waiting Period:**
- Support Staff - STD: 60 FTE months.
- 1st of the month following DOH.
- Staff, Tenured/Untenured Faculty: 12 months.
- Bargaining - 12 months.
- Not Addressed.
- None.
- Not Addressed.

---

**Eligibility Waiting Period:**
- Support Staff - STD: 60 FTE months.
- 1st of the month following DOH.
- Staff, Tenured/Untenured Faculty: 6 months.
- Bargaining - 12 months.
- Not Addressed.
- None.
- Not Addressed.

---

**Eligibility Waiting Period:**
- Support Staff - STD: 60 FTE months.
- 1st of the month following DOH.
- Staff, Tenured/Untenured Faculty: 6 months.
- Bargaining - 12 months.
- Not Addressed.
- None.
- Not Addressed.

---

**Funding Arrangement:**
- ASO.
- Non contributory.
- Support Staff EDB - self administered.
- Carrier administered - self-funded ATP.
- Employer paid.
- Insured with Liberty - 100% employer paid.
- Not Addressed.
- Not Addressed.

---

**Elimination Period:**
- 21 days.
- 7 day EP.
- 14 days for injury or illness.
- 30 days; benefits begin day 31.
- 7/7 with first day hospitalization.
- 30 days.

---

**Weekly Benefit Amount:**
- 65%.
- 60%.
- 60% of weekly earnings.
- 100% of pay.
- 100% plan.

---

**Benefit Duration:**
- 13 weeks.
- 26 weeks.
- 13 weeks.
- 26 weeks.
- 60 days.
- 13 weeks.
- 6 months.
## Disability & Leave Plan Design Benchmark Survey 2013

### Short Term Disability

<table>
<thead>
<tr>
<th>Plan Design</th>
<th>University A - Purdue</th>
<th>University B</th>
<th>University C</th>
<th>University D</th>
<th>University E</th>
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<tr>
<td>Weekly Benefit Minimum (payment)</td>
<td>None</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>100% of pay</td>
<td>$70 per week</td>
<td>Bargaining: $50</td>
<td>Not Stated</td>
<td>$50</td>
<td>Not Addressed</td>
<td></td>
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<tr>
<td>Weekly Benefit Maximum (payment)</td>
<td>None</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>100% of pay</td>
<td>$1,154 per week</td>
<td>Bargaining only: $1500</td>
<td>6,000 per month</td>
<td>$587</td>
<td>Not Addressed</td>
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### Definition of Disability

<table>
<thead>
<tr>
<th>Description</th>
<th>University A - Purdue</th>
<th>University B</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Unable to perform all the material duties of regular occupation. Must be under the appropriate care of a physician.</td>
<td>Not Addressed</td>
<td>Regular occ</td>
<td>Total disability determined by university physician</td>
<td>Own Occ</td>
<td>Material and Substantial Duties</td>
<td>Bargaining: total disability during EP</td>
<td>Not Addressed</td>
<td>All material and substantial duties</td>
<td>Own Occ</td>
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### Earnings Test

<table>
<thead>
<tr>
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<tr>
<td></td>
<td>80%</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>80%</td>
<td>Not Addressed</td>
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</table>

### Trial Work Days During the Elimination Period

<table>
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### Partial Disability Benefits

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### Successive Periods of Disability

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<th>University M</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Police &amp; Fire: 80 hours</td>
<td>Clerical &amp; Service Staff: 10 work days</td>
<td>14 days or less</td>
<td>30 consecutive days</td>
<td>30 consecutive days</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
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### Exclusions

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<td></td>
<td>War, declared or not declared war</td>
<td>Suicide, attempted suicide, or intentionally self-inflicted injuries, while sane or insane</td>
<td>Active participation in a riot</td>
<td>Commission of a felony</td>
<td>Any cosmetic surgery or surgical procedure that is not medically necessary. Medical necessity means the surgical procedure is (a) prescribed by a physician as required treatment of the injury or sickness, and (b) appropriate according to</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not under regular care of physician</td>
<td>War, declared or undeclared</td>
<td>Participation in a rebellion, insurrection or riot</td>
<td>Intentionally self-inflicted injury</td>
</tr>
</tbody>
</table>
### Short Term Disability

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</table>

- Conventional medical practice for the injury or sickness in the locality in which the surgery is performed. The plan will pay benefits if the disability is caused by the insured donating an organ in a non-experimental organ transplant procedure.
- Reversion, restriction or non-renewal of your license, permit or certification necessary to perform the duties of your occupation unless due solely to injury or sickness otherwise covered in the policy.
- Benefits will not be paid during any period of incarceration.

### Contributions

<table>
<thead>
<tr>
<th>Offsets</th>
<th>Standards</th>
<th>Standards</th>
</tr>
</thead>
<tbody>
<tr>
<td>100% employee paid</td>
<td>Employer funded</td>
<td>100% employee paid</td>
</tr>
<tr>
<td>Non contributory</td>
<td>Employer funded</td>
<td>Employer funded</td>
</tr>
<tr>
<td>100% employee paid</td>
<td>Employer funded</td>
<td>100% employee paid</td>
</tr>
</tbody>
</table>

### Other Time Off Program Integration

| Do you allow for other time off programs to be used concurrently or in lieu of STD? If so, which? | Work's Comp, Paid Sick Leave, Vacation Leave and Long Term Disability are available and coordinated per the employee's request. | Must be used before disability | Not Addressed | Not Addressed |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------------------|---------------|
| Non Addressed | Non Addressed | Non Addressed | Yes – no offset | Not Addressed |

### Long Term Disability

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<td>Employer funded</td>
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</thead>
<tbody>
<tr>
<td>Is an LTP plan offered</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

- In addition to the group plan there is also an individual option for employees earning $100,000 or more annually.
## Disability & Leave Plan Design Benchmark Survey

### Long Term Disability

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<th>University M</th>
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</thead>
<tbody>
<tr>
<td><strong>Eligibility</strong></td>
<td>Class 1: All active, f.t. clerical and service staff e’s regularly working a minimum of 40 hours per week and all active, p.t. clerical and service staff regularly working a minimum of 20 hours per week.</td>
<td>All EE working 36 hours or more per week in active employment in US</td>
<td>1. Active FT Employees 2. Gradual Medical Residents</td>
<td>3. Classes of individuals First is most employees Second is non-tenured faculty and some bargaining groups Third is a couple of bargaining groups</td>
<td>Any employee working a minimum of 50% FTE</td>
<td>Not Addressed</td>
<td>Any employee working a minimum of 50% FTE</td>
<td>At full-time and part-time Active Employees who are benefit eligible Regular Status Staff, Reduced Work Calendar Staff, Post Doctoral Fellows, Faculty, Academic Faculty, Visiting Faculty, and Employees subject to a collective bargaining agreement Excluding employees of local SIA Part-time is 17.5 hours and full-time is 35 hours</td>
<td>10% or more employees, including post docs (but no students)</td>
<td>Faculty and Staff and continuing of fixed term position lasting at least 6 months at 50% or more FTE</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>All ee’s working at least 50% FTE</td>
</tr>
<tr>
<td><strong>Funding Arrangement</strong></td>
<td>Fully Insured</td>
<td>Non Contributory for base plan. Employees</td>
<td>Not Addressed</td>
<td>Insured – Standard Insurance University</td>
<td>Insured Non Participating</td>
<td>Not Addressed</td>
<td>Non Contributory</td>
<td>Fully Insured</td>
<td>100% Employer paid; non contrib.</td>
<td>Insured – Employer paid and through Liberty</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Employee pay all</td>
</tr>
</tbody>
</table>

---

**Eligibility Waiting Period**

- Classes 1 and 2: Immediately upon hire
- Class 3 & 4: After 1 year of continuous, active service

<table>
<thead>
<tr>
<th>Eligibility Waiting Period</th>
<th>Class 1: DOH</th>
<th>Class 2: 12 months employment</th>
<th>Class 3: 36 months employment</th>
<th>Not Addressed</th>
<th>1st of month following date of employment</th>
<th>Not Addressed</th>
<th>3 months from date of hire</th>
<th>DOH</th>
<th>Not Addressed</th>
<th>Not Addressed</th>
<th>First of month following DOH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class 1 &amp; 2</td>
<td>1st of month following date of employment</td>
<td>Must enroll within 30 days</td>
<td>Not Addressed</td>
<td>DOH</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>The first day of the month coinciding with or next following the date you were hired</td>
<td>DOH</td>
<td>Not Addressed</td>
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</tr>
<tr>
<td>Class 3 &amp; 4</td>
<td></td>
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</tbody>
</table>

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**Absentee Benchmarking Study**

November/December 2013
### Disability & Leave Plan Design Benchmark Survey

**2013**

**Absence Benchmarking Study**
November/December 2013

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### Long Term Disability

<table>
<thead>
<tr>
<th>Plan Design</th>
<th>University A - Purdue</th>
<th>University B</th>
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<th>University L</th>
<th>University M</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elimination Period</td>
<td>Class 1 - Clinical &amp; Service Staff: 90 days</td>
<td>180 days</td>
<td>90 days</td>
<td>1. 30/60/90 vs 180 to 360 days</td>
<td>180 days</td>
<td>90 days</td>
<td>180 days</td>
<td>90 days</td>
<td>6 months</td>
<td>Not Addressed</td>
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<tr>
<td></td>
<td>Class 2 - Faculty and Admin Professional Staff: 180 days</td>
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<td>2. Non-Contrib</td>
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<td></td>
<td>Class 3 - Police and Fire Fighters: 90 days</td>
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<td>3. Yoga to 60 days</td>
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</tr>
<tr>
<td>Monthly Benefit Amount</td>
<td>50%</td>
<td>60%</td>
<td>60%</td>
<td>1. 30% with option to purchase Annuity Benefit of 10% (was 12% before 1999)</td>
<td>60% plus 15% monthly annuity benefits</td>
<td>Not Addressed</td>
<td>60%</td>
<td>Core Plan: 50% up to $11,500 Buy-up: 60% up to $13,800</td>
<td>60%</td>
<td>Not Addressed</td>
<td></td>
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<td></td>
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<td></td>
<td>2. $5000 if not PTD and $5000 if PTD, deductable sources don't start until total of $5000 or $10,000</td>
<td></td>
<td></td>
<td></td>
<td>66 2/3%</td>
<td>Option 1: 1st 2 yrs: 50% &amp; Yrs 3 &amp; 4: 40%</td>
<td>Not Addressed</td>
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<td>3. Group 2 has a $200K student loan payoff for PTD</td>
<td></td>
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<td></td>
<td>4. Option 2: EE may choose to also use one day of accrued leave a week while on STD and in turn receive 70% for years 1 &amp; 2 &amp; 60% for years 3 &amp; 4 (until leave exhausted)</td>
<td>Not Addressed</td>
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<tr>
<td>Monthly Benefit Minimum</td>
<td>$100</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>1. Greater of $100 or 10%</td>
<td>$50</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Greater of $100 or 10%</td>
<td>Not Addressed</td>
<td>Greater of $100 or 10%</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>$100</td>
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<td>2. N/A</td>
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<tr>
<td>Monthly Benefit Maximum</td>
<td>$22,000</td>
<td>$10,000</td>
<td>$10,000</td>
<td>1. $10,000</td>
<td>$15,000</td>
<td>Not Addressed</td>
<td>15,000</td>
<td>Core Plan: $11,500 Buy-up: $13,800</td>
<td>Not shown</td>
<td>None</td>
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<td>$10,000</td>
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<td></td>
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<td>2. $2500 or $5000</td>
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<tr>
<td>Cost of Living Adjustments (COLAs)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>1. N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<td>2. 4.5%</td>
<td>N/A</td>
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<tr>
<td>Definition of Disability</td>
<td>Class 1 &amp; 2: 12 month Own Occupation; Class 3 &amp; 4: 24 month Own Occupation</td>
<td>2 year own occ</td>
<td>Regular occ</td>
<td>1. 24 month own occ then any gainful occ</td>
<td>Not Addressed</td>
<td>2 year own occ</td>
<td>24 month Own occupation</td>
<td>Not shown</td>
<td>Not shown</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>2 year own occ; then any gainful occ</td>
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</tr>
<tr>
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<td></td>
<td></td>
<td></td>
<td>2. 5 month own occ</td>
<td>24 month Own occupation</td>
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**Disability & Leave Plan Design Benchmark Survey**

**2013**

**Absence Benchmarking Study**
November/December 2013
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</thead>
<tbody>
<tr>
<td>Earnings Test</td>
<td>38%</td>
<td>Not Addressed</td>
<td>38%</td>
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<td>Not Addressed</td>
<td>Not Addressed</td>
<td>38%</td>
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<tr>
<td>Pre-Disability Earnings Definition</td>
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<td>Trial Work Days During the Elimination Period</td>
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<td>Not Addressed</td>
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<tr>
<td>Successive Periods of Disability</td>
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<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>6 months</td>
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<td>Not Addressed</td>
<td>180 days</td>
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<td>Work Incentive</td>
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<td>Not Addressed</td>
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<td>Not Addressed</td>
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<tr>
<td>Partial Disability Benefits</td>
<td>Not Addressed</td>
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<td>Not Addressed</td>
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<tr>
<td>Mandatory Rehabilitation</td>
<td>Included</td>
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<td>Not Addressed</td>
<td>Not Addressed</td>
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<td>Not Addressed</td>
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<td>Rehabilitation Incentive</td>
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<tr>
<td>Family Care Expenses</td>
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<td>Pre-Existing Conditions</td>
<td>6/12</td>
<td>Not Addressed</td>
<td>3/12</td>
<td>Not Addressed</td>
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<td>Not Addressed</td>
<td>Not Addressed</td>
<td>6/12</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
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<tr>
<td>Mental illness or Nervous Disorders Limitations</td>
<td>24 months</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
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<td>Not Addressed</td>
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<td>Not Addressed</td>
<td>Not Addressed</td>
<td>None</td>
<td>Not Addressed</td>
<td>24 months</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
</tr>
<tr>
<td>Alcohol/Substance &amp; Drug Abuse Limitations</td>
<td>24 months</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
<td>Not Addressed</td>
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<tr>
<td>Subjective Symptoms</td>
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<tr>
<td>Exclusions (list any that are outliers or non-standard)</td>
<td>War, declared or undeclared.</td>
<td>Suicide, attempted suicide, or intentionally self-inflicted injuries, while sane or insane.</td>
<td>Active participation in a riot.</td>
<td>Commission of a felony.</td>
<td>Any cosmetic surgery or surgical procedure that is not medically necessary.</td>
<td>Medically necessary means the surgical procedure is (a) prescribed by a Physician.</td>
<td>Not Addressed</td>
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</tbody>
</table>

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### Notes

- **Earnings Test**: 38%
- **Pre-Disability Earnings Definition**: Not Addressed
- **Trial Work Days During the Elimination Period**: Unlimited
- **Successive Periods of Disability**: 6 months
- **Work Incentive**: Included
- **Partial Disability Benefits**: Not Addressed
- **Mandatory Rehabilitation**: Included
- **Rehabilitation Incentive**: Not Addressed
- **Family Care Expenses**: Not Addressed
- **Pre-Existing Conditions**: 6/12, 3/12
- **Mental illness or Nervous Disorders Limitations**: 24 months
- **Alcohol/Substance & Drug Abuse Limitations**: 24 months
- **Subjective Symptoms**: Not Addressed
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physician as required for treatment of the injury or sickness, and (b) appropriate according to conventional medical practice for the injury or sickness in the locality in which the surgery is performed.

The plan will pay benefits if the disability is caused by the insured donating an organ in a non-experimental organ transplant procedure.

- Revocation, restriction or non-renewal of your license, permit or certification necessary to perform the duties of your occupation unless due solely to injury or sickness otherwise covered in the policy.
- Benefits will not be paid during any period of incarceration.

### Offsets (list any that are outliers or non-standard)

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</thead>
<tbody>
<tr>
<td>1. Any amounts received (or assumed to be received) by you or your dependents under:</td>
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<td>Not Addressed</td>
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<td>- Canada Railroad and Pension Act;</td>
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<td>- Railroad retirement act;</td>
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<td>- Any local, state, provincial or federal government disability or retirement plan or</td>
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</table>

- Temporary, permanent disability, or impairment benefits under a Workers' Compensation Law, the Jones Act, occupational disease law, similar law or substitutes or exchanges for such benefits;
- Governmental law or program that provides disability or unemployment benefits as a result of Your job;
- Social Security (including SS Disability and SS Retirement awarded, even to widows, after the onset of disability in lieu of SSD, but not Supplemental Security Income (SSI)).
- Public Employees Retirement Fund (PERF).
- Teachers Retirement Fund.
- Any other State supported.
### Long Term Disability

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</thead>
<tbody>
<tr>
<td>1.</td>
<td>Law payable for injury or sickness provided as a result of employment with the employer;</td>
<td></td>
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<td></td>
<td>Your Employer; plan or arrangement of coverage, whether insured or not, which is received from Your Employer as a result of employment by or association with Your Employer or which is the result of membership in or association with any group, association, union or other organization;</td>
<td></td>
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<tr>
<td>2.</td>
<td>Any Social Security disability or retirement benefits to which you or a third party may receive (or are assumed to receive) on your own behalf or for your dependents, or which your dependents received (or are assumed to receive) because of your entitlement to such benefits.</td>
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<td>mandatory &quot;no fault&quot; automobile insurance plan;</td>
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<td>3.</td>
<td>Any retirement plan benefits funded by the employer.</td>
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<td>disability benefits under:</td>
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<td>4.</td>
<td>Any proceeds payable under any franchise or group insurance or similar plan.</td>
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<td>the United States Social Security Act or alternative plan offered by a state or municipal government;</td>
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<td>the Canada Pension Plan, the Canada Old Age Security Act, the Quebec Pension Plan or any provincial pension or disability plan;</td>
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<td>similar plans or acts; that You, Your spouse and/or children, are eligible to receive because of Your Disability; or</td>
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<td>disability benefit from the Department of Veterans Affairs, or</td>
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<td>retirement fund;</td>
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<td>Pension Disability, if for the same condition.</td>
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<td></td>
<td>Women’s Compensation salary continuation benefits from the State of Indiana or any other employer.</td>
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<td>Benefits provided from another employer’s group plan.</td>
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<td>Remuneration (pay) for employment entered into after the disability was incurred (including any increase in pay realized after the onset of disability for an outside job that was held prior to disability).</td>
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<td>Veteran’s Disability Benefits, if they are payable as a result of the same disabling condition.</td>
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<tr>
<td>Plan Design</td>
<td>University A - Purdue</td>
<td>University B</td>
<td>University C</td>
<td>University D</td>
<td>University E</td>
<td>University F</td>
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</table>

Long Term Disability

- any other foreign or domestic governmental agency:
  - that begins after You become Disabled; or
  - that You were receiving before becoming Disabled, but only as to the amount of any increase in the benefit attributed to Your Disability.

Other Income Benefits also means any payments that are made to You or to Your family, or to a third party on Your behalf, pursuant to any:
- disability benefit under Your Employer's Retirement plan;
- temporary, permanent disability or impairment benefits under a Workers' Compensation Law, the Jones Act, occupational disease law, similar law or substitutes or exchanges for such benefits;
- portion of a settlement or judgment, minus associated costs.
<table>
<thead>
<tr>
<th>Long Term Disability</th>
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</thead>
<tbody>
<tr>
<td>Plan Design</td>
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<tr>
<td>------------------------------------------------</td>
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<tr>
<td>of a lawsuit that represents or compensates for Your loss of earnings;</td>
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<tr>
<td>• retirement benefit from a Retirement Plan that is wholly or partially funded by employer contributions, unless:</td>
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<tr>
<td>• You were receiving it prior to becoming Disabled; or</td>
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<tr>
<td>• You immediately transfer the payment to another plan qualified by the United States Internal Revenue Service for the funding of a future retirement; Other Income Benefits will not include the portion, if any, of such retirement benefit that was funded by Your after-tax contributions.; or</td>
</tr>
<tr>
<td>• retirement benefits under:</td>
</tr>
<tr>
<td>• the United States Social Security Act or alternative plan offered by a state or municipal government;</td>
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<td>• the Railroad Retirement Act;</td>
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<tr>
<td>• the Canada Pension Plan, the Canada Old Age Security Act, the Quebec Pension Plan or any provincial pension or disability plan; similar plan or act;</td>
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</tbody>
</table>
### Long Term Disability

<table>
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<tr>
<th>Plan Design</th>
<th>University A - Purdue</th>
<th>University B</th>
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<th>University M</th>
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</thead>
</table>

#### Benefit Duration

<table>
<thead>
<tr>
<th>Age at Disability</th>
<th>Max Benefit Period</th>
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<tbody>
<tr>
<td>Less than 60</td>
<td>Not Addressed</td>
</tr>
<tr>
<td>60</td>
<td>60 Months</td>
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<tr>
<td>61</td>
<td>48</td>
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<tr>
<td>62</td>
<td>42</td>
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<td>63</td>
<td>36</td>
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<td>64</td>
<td>30</td>
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<td>65</td>
<td>24</td>
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<td>66</td>
<td>21</td>
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<td>67</td>
<td>18</td>
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<tr>
<td>68 and over</td>
<td>12</td>
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<tr>
<td>69+</td>
<td>Not Addressed</td>
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</tbody>
</table>

#### Contributions

<table>
<thead>
<tr>
<th>50% employer/50% employer</th>
<th>Not Addressed</th>
<th>Not Addressed</th>
<th>Not Addressed</th>
<th>Not Addressed</th>
<th>Not Addressed</th>
<th>Not Addressed</th>
<th>Core Plan: 100% Employer Paid</th>
<th>Buy-up Plan: 100% Employee Paid</th>
</tr>
</thead>
</table>

#### Disability & Leave Plan Design Benchmark Survey 2013

Absence Benchmarking Study
November/December 2013