I. Title:
Request for Short Term Disability

II. Sponsorship:
Personnel, Policies and Compensation Committee

III. Proposal Statement:
We propose that UCO offer Short Term Disability Insurance to qualified full-time benefitted employees.

IV. Background:
This benefit would be offered to employees at their cost, so it would not be an additional benefit cost to the University. Short-Term disability insurance pays a percentage of an employee's salary for a specified amount of time if they are injured or ill and cannot perform the duties of their job. The benefit ranges between 40-70 percent of weekly income and works in conjunction with accrued sick leave and would help employees who are unable to work and ensure that income is not disrupted. This benefit would work in conjunction with UCO’s administration of FMLA.

V. Definition of Terms:
- FMLA: Family Medical Leave Act gives employees up to 12 weeks of unpaid job protection due to personal illness, birth/adoption or illness of a qualified dependent.

VI. Office(s) Contacted:

<table>
<thead>
<tr>
<th>Name</th>
<th>Office/Department</th>
<th>Date Contacted</th>
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</thead>
<tbody>
<tr>
<td>Lee Camargo-Quinn</td>
<td>Human Resources-Benefits</td>
<td>February 27, 2017</td>
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VII. Office(s) Affected:
- Human Resources
- Payroll Services
VIII. Directed to:

The entire University of Central Oklahoma campus.

Passed by consent of the UCO Staff Senate this 4th day of April, 2017

[Signature]

Taylor Baird, Staff Senate President