

From: Goins, Rebecca A
Sent: Saturday, July 16, 2016 1:12 PM
To: HR Newsletter Distribution
Cc: Office of Human Resources
Subject: Benefits Update - medical rate increase, new STD plan

Reminder: the **2% increase in medical insurance rates** take effect on the July 22 biweekly and July 29 monthly checks. Click [here](#) to read the notice sent to employees last month.

The increase applies to those enrolled in the Point of Service plan, and also to those in the Classic plan who cover family. The Classic employee only premium did not change -- UAMS assumed that increase so that the employee cost would remain within the affordable parameters of the Patient Protection and Affordable Care Act.

We are excited about the **new Short Term Disability insurance plan being added September 1**. We received approval from the UA President's Office last week to add this plan and are working as quickly as we can to put it in place. We will send a benefits newsletter to employees by the end of the month with details. This will go out in campus mail, so please let your administrative staff know it's coming so they may deliver ASAP to employees. Tentatively we have scheduled August 11 for a series of employee meetings with Standard, the insurance carrier. These will be held on the UAMS and ACH campuses, with one session being broadcast to the AHECs and other off-site departments.

Employees who make under \$45,000 won't have to do anything; they will automatically be enrolled in the Basic STD plan, premium paid by UAMS. Employees who make over \$45,000 will have open enrollment August 1-19 to sign up for "buy up" Optional STD coverage.

With the addition of this benefit, UAMS will end its participation in the State Catastrophic Leave Program. Cat leave donations and new cat leave awards will end on Sept. 1st. However, employees already on medical leave as of September 1 may be eligible for cat leave in a phase-out period.

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Benefit or Human Resources questions?
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