



BOARD POLICY

02.04.06 DISABILITY BENEFITS

Division: **College Employees**
Adopted: **06/2001**
Revised: **04/2019**
Reviewed: **3/2023**

An employee who is participating in the State Universities Retirement System (SURS) may be eligible for a disability benefit from SURS if the employee has at least two years of service credit and they become unable to perform the duties of their position with Joliet Junior College because of illness or injury. There is no minimum service credit required if the employee becomes disabled because of an accident.

In the event an employee is approved by the State Universities Retirement System (SURS) for disability benefits, and the employee has exhausted available sick/medical leave of absence benefits in accordance with all applicable laws, Joliet Junior College policy, and collective bargaining agreements, when applicable, the employee will be separated from employment, and placed on “termed” status with Joliet Junior College. In the event the individual can later return to work, the individual may apply for positions for which they are qualified.

Employees who are covered by Joliet Junior College for health insurance benefits at the time of separation will become eligible for continued health insurance coverage according to the provisions under Consolidated Omnibus Budget Reconciliation Act (COBRA) of 1985. The employee will be fully responsible for payment of the health insurance premium costs under the provisions of COBRA.

Employees should consult directly with the State Universities Retirement System for information and applicability of SURS disability benefits.

Additionally, supplemental (voluntary) long-term disability insurance coverage is available and offered to full time employees upon their hire, and annually during the open-enrollment process. During open enrollment, an application for the long-term disability insurance will require evidence of insurability (EOI). This supplemental insurance works as a supplement to any applicable SURS disability benefit.

Related Institutional Procedures:

None