

## **SAC Fringe Benefits**

The Staff Advisory Council passed the following resolution at the April 5, 2001, meeting to be forwarded to the senior vice president for finance and administration.

### **Short-Term Disability Resolution**

In 1990, Case Western Reserve University (CWRU) adopted a vision statement, which includes the following: "Promote justice and compassion on our campus and in our world."

In order to promote justice and compassion for all CWRU staff unable to work due to a disability, we, the members of the CWRU Staff Advisory Council (SAC), respectfully request that all CWRU staff have access to short-term disability (STD) insurance coverage for the following reasons:

1. Currently, CWRU employees who receive benefits under Plan B have no STD coverage other than paid time off acquired under CWRU's income protection policy.
2. It can take an average of eight to ten years' full-time employment to accumulate the leave necessary to bridge the gap between disability onset and the availability of CWRU's long-term disability coverage (180 days).
3. Newer CWRU staff, therefore, do not have sufficient accumulated leave to protect their incomes during the first six months after disability onset.

For these reasons, the SAC resolves that all CWRU staff has access to STD coverage as a CWRU benefit to demonstrate justice and compassion to any employee who incurs a disability.