

Disability Insurance

Short Term Disability

Definition: Benefit for time away from work due to non-work related Associate illness/injury for a maximum of 26 weeks.

Schedule of Benefits

Injury: Benefits begin on either the first date that medical attention is sought or the first date that is missed from work - whichever is later.

Illness: Benefits begin following a 7 calendar day waiting period which begins on either the first date that medical attention is sought or the first date that is missed from work - whichever is later.

Salaried and Full-time Cheesemakers– will receive full salary continuation for time away from work due to a non-work related injury/illness.

Enrollment: Please see your HR contact for the forms that need to be completed to submit an STD claim. STD is not a guaranteed benefit, forms must be submitted and approved by Mutual of Omaha before payment is provided.

Long Term Disability

Definition- Benefit for continuing inability to work after Short Term Disability benefits are utilized.

A 180 day qualifying period must be completed before benefits are payable. The length of time benefits will be paid is based on the age of the Associate at the time of disability.

