

BREAKING NEWS!

Health & Dental Premium Increases Effective July 2025

The University of Arkansas at Pine Bluff implemented an increase to the employee's contribution portion of the health and dental premiums, effective July 1, 2025.

Medical premium increases will range from **4% and higher**, with the **most significant changes** affecting the **Health Savings Account (HSA) and Premier plans**. Dental premiums will increase by 1% for the employee's contribution.

Please refer to the monthly premium for medical and dental by clicking [here](#) for UAPB/HR website or clicking [here](#) for the U of Arkansas System-Pine Bluff website semi-monthly premiums.

There are no plan design changes scheduled for July 2025. However, please be advised that additional expenses related to recently approved healthcare legislation may result in plan design changes effective January 1, 2026.

If you have any questions or need further clarification, please do not hesitate to contact me at hunterc@uapb.edu or by phone at 870-575-8863 / 870-575-8400.

Basic Short-Term Disability (STD) & Voluntary (STD) Insurance Coverage

The University will provide employer-paid Basic Short-Term Disability (STD) insurance for the first three years of employment for the employee with a salary \$45,000 or under. Short-Term Disability Insurance can help replace a portion of your income if you can't work because of a serious illness or injury. In many cases, the policy will replace a percentage of your weekly or monthly income. You can then use the funds to help cover anything you need, such as your rent or mortgage, utilities, groceries, credit card and loan payments, and childcare. This coverage is offered automatically at no cost to the employee and is administered by **The Standard Insurance**.

Coverage under the Basic STD plan ends **at midnight on the anniversary of your third year of employment**. When your coverage ends, you will receive **a notification from Workday**. At that point, you will have **31 days** to update your STD enrollment, including the option to elect **Voluntary Short-Term Disability** insurance.

Basic STD insurance pays **60% of your pre-disability salary**, up to a maximum of **\$45,000**. Benefits begin **after a 14-day absence** from work, following the use of all **accrued leave**. (Please note: You are **not required** to exhaust your accrued leave before beginning maternity leave.)

Other employees with a salary of more than \$45,000 may elect Voluntary/Optional Disability during the first 31 days of employment.

2025 Updated Leave Policies & Procedural Manual Now Available

The 2025 Leave Policies & Procedural Manual is now available on the Human Resources webpage, click [here](#).

This comprehensive manual outlines the University's leave policies and procedures, including detailed guidance for reporting leave in Workday to ensure compliance with the University's policy and accurate time reporting.

This updated manual now includes, voting, leave for Organ or Bone Marrow Donation, disaster service volunteers, bereavement and leave for Members of the Air Forces and Coast Guard.

We encourage all employees to review the manual thoroughly and familiarize themselves with the applicable policies and procedures.

**IMPORTANT
NOTICE**

IN OTHER BREAKING NEWS

Wellness Counseling for Your Mind, Body, Soul and Your Pocket

Are you aware of the Counseling Services full-time benefit eligible employees have access to for their well-being and financial planning?



Black Family Wellness Expo Sponsored By The Links, Inc., Pine Bluff Chapter – *From Left to Right: Bridget Sanders, Marikka Bender, Bianca Eaton & Tashena Wiley*

The University has an Arkansas Employee Assistance Program (AEAP). It is a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems. AEAP can address a broad and complex body of issues affecting mental and emotional well-being, such as alcohol and other substance abuse, stress, grief, family problems, and psychological disorders.

If you cannot attend an on-campus session, you can schedule a video counseling appointment or visit the AEAP office directly. All services are confidential and provided at no cost to employees and eligible household family members.

The University offers two Optional retirement plans (TIIAA and Fidelity) to all employees and the Arkansas Personnel Retirement System and the Arkansas Teacher Retirement System

to all the grandfathered in employees. All retirement plans include access to counseling and planning support.

No matter where you are in your career, whether just starting out or nearing retirement—licensed retirement counselors are available. They are familiar with the ins and outs of your employer's retirement program. They can also offer personalized advice and education based on your retirement goals and objectives, review income options, and discuss many other retirement planning considerations. It is recommended that you begin reviewing your retirement accounts

3–6 months prior to retirement. One-on-one appointments are available to help you make informed decisions regarding investment and distribution strategies.

TIAA also offers live webinars every month for faculty and staff to learn more about saving, investing, and preparing for retirement. Check the Campus Bulletin for upcoming webinars and dates when retirement counselors will be available on campus for individual meetings.



Black & Gold - Fit & Bold Wellness Committee

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Watch the
Campus Bulletin
for Upcoming
Events **BGFB**
EVENTS

BGFB Upcoming Activities

Line Dancing
Zumba
Step Aerobics
Yoga Chair
Sitter Exercise
Pickle Ball

BLACK & GOLD - FIT & BOLD WELLNESS PROGRAM

870.575.8863 | 870.575.8400