HR Reps/Managers Frequently Asked Questions (FAQ’s):
NEW Short-Term Disability Benefit (STD) for Full-time Non- Represented Staff

Q: How does STD affect departmental salary budgets if an employee goes out on leave?
A: This will be exactly the same as any other paid or unpaid leave.

Q: Are there instructions for ePar data entry?
A: ePar instructions will be provided in the Fall of 2018.

Q: Does STD affect Family and Medical Leave Act (FMLA) or UVM medical leave policy entitlements?
A: No. STD insurance is an income replacement for employees. The STD income would run concurrent with FMLA and medical leave policies.

Q: What if the employee returns to work and then has to go back out of work again for the disability?
A: If the employee becomes disabled again for the same condition within 90 days of returning to work the STD payments can continue under the original claim. If the employee’s disability returns after 90 days of returning to work, or a new medical condition surfaces, a new claim must be submitted and a new exclusion period applies.

Q: What if an employee is cleared to work part-time?
A: An employee may be able to receive STD income and work part-time when it is authorized by their treating physician and approved by The Standard. Typically, to be eligible for a part-time benefit, the employee will need to have lost at least 20% of their earnings due to the disability. For example, an employee who works 37.5 hours/week will need to work 30 hours/week or less to be eligible for prorated STD benefits. Please work with your Dean’s office and/or Labor Employee Relations Professional to administer the intermittent leave under FMLA and/or UVM medical leave policies.