Voluntary Short-Term Disability
Short-Term Disability Benefit

• Administered by The Standard Insurance Company (they also administer our Life Insurance and Long-Term Disability)

• Aimed to help bridge the gap before Long-Term Disability benefits start

• UVM leave time preserved while on Short-Term Disability

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Short-Term Disability (STD) Plan Overview

• Income replacement insurance plan

• 100% employee paid

• Short-Term Disability

  • Defined as “unable to perform the usual duties of your occupation due to a non-work-related accident, sickness and/or pregnancy and your duties cannot be reasonably modified."

  • Must be certified by attending physician with the appropriate specialty

  • Benefit payments are determined by the insurance carrier guidelines

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Short-Term Disabilities excluded if:

• Work-related injury – (Covered by Worker’s Comp.)
• Acts of war
• Intentionally self-inflicted injury
• Violent or criminal conduct
Eligibility

• A full-time Non-Represented Staff, Staff United, Teamsters, United Electrical or a Postdoctoral Associate, Fellow or Trainee in UVM benefit groups A, B and C

• Eligibility is immediate on January 1st of the calendar year coverage period

• No medical history requirement

• Pre-existing conditions do not affect eligibility
Enrolling

• Enrollment is **only** during Annual Benefits Open Enrollment

• Coverage effective the following January 1st

• If you are currently enrolled in short-term disability and want to stay enrolled in short-term disability, there is no action required.

• If you are electing short-term disability for the first time, you must enroll in PeopleSoft.

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Benefit Schedule

- 70% of weekly salary as of January 1st
- Salary will be fixed for the calendar year
  - Includes regular wages and shift differential
  - Excludes overtime pay, bonuses, and other additional pay and retirement contributions
- Up to a maximum of $3,500 weekly/annualized $260,000 (Post-Tax Benefit)
- 30-calendar day waiting period
- Maximum length of benefit = 26 weeks
**Employee Premiums**

- Rate of .465 per $10 of benefit (regardless of age)

Formula:

\[
\text{Annual salary} / 52 \text{ weeks} = \$\text{Weekly Salary} \times 70\% = \$\text{Your STD weekly benefit} \times 4.65\% = \$\text{Your MONTHLY premium}
\]

Example 1:

\[
\$35,000 \text{ annual salary} / 52 \text{ weeks} = \$673 \times 70\% = \$471 \text{ weekly benefit} \times 4.65\% = \$21.91/\text{MONTHLY premium}
\]

Example 2:

\[
\$50,000 \text{ annual salary} / 52 \text{ weeks} = \$962 \times 70\% = \$674 \text{ weekly benefit} \times 4.65\% = \$31.30/\text{MONTHLY premium}
\]

Example 3:

\[
\$70,000 \text{ annual salary} / 52 \text{ weeks} = \$1,346 \times 70\% = \$942 \text{ weekly benefit} \times 4.65\% = \$43.82/\text{MONTHLY premium}
\]
Using my STD benefit

• During the 30-calendar day waiting period, an employee may use UVM available leave accruals or take an unpaid leave

• When The Standard begins paying a claim, the employee will no longer receive payment from UVM
  • Payment is equal to 70% of weekly salary (not subject to taxes)

• Employees are responsible for communicating with their supervisor about their leave of absence and expected duration

• Supervisors are responsible for reviewing and approving
Example 1: Tom needs knee surgery

**Years of Service:** 10 years

**Accruals:** Large sick and vacation accruals

**Disability:** Knee replacement; unable to work for 12 weeks

**Scenario:** Tom has aging parents, he anticipates increasing responsibilities with his parents over the next few years providing care and transportation to doctor’s appointments. It is essential he preserve his sick and vacation accruals for his caretaking responsibilities.

**Tom signs up for the Voluntary STD plan:** Tom uses his sick time balance to cover the missed working days during the 30-calendar day waiting period. The STD plan pays the remaining 8 weeks of benefits at 70% of his salary. Tom returns to work with most of his time off balances still intact.
Example 2: Priya is delivering a baby

Years of Service: 3 years

Accruals: 24 days of vacation and sick time

Disability: Child birth will be out of work for 6 weeks for vaginal delivery

Scenario: Priya plans to use her STD to help extend her paid time when she gives birth to her child—she uses most of her sick and vacation to cover the 30-calendar day waiting period.

Priya signs up for the Voluntary STD plan: After the 30-calendar day waiting period is applied—the STD plan pays Priya approximately 2 weeks of benefits at 70% of her salary. Priya then goes on approved unpaid leave.

Note: Because of FMLA requirements, you can take additional time off.
Example 3: Ed was diagnosed with Parkinson’s Disease

Years of Service: 5 years

Accruals: Ed has used up all of his sick leave.

Disability: Parkinson’s Disease with no expected return to work date; 26 weeks before he’s eligible for Long-Term Disability (LTD)

Scenario: Ed’s disease has progressed to the point where it is impossible for him do his UVM job. The 30-calendar day waiting period is at the start of Ed’s leave—since Ed does not have any remaining time—this period is unpaid.

Ed signs up for the Voluntary STD benefit: STD benefits are paid for the next 22 weeks at 70%. At the end of the 26 weeks, Ed is not able to return to work. Ed had previously enrolled in UVM’s LTD program at new employee orientation, and the Standard internally transfers his claim information and physician certification. Ed does not need to submit a new LTD application. The LTD benefits payments begin immediately at the conclusion of the STD payments.

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Questions?