



## GROUP SHORT TERM DISABILITY INSURANCE

# Protect your income if you're out on leave.

Your health insurance may help pay medical bills. Short Term Disability insurance pays you. It can replace part of your paycheck if you can't work due to a qualifying disability.

**Disability insurance may help protect your income if you're unable to work.**

**Short Term Disability insurance** can help pay benefits if you become disabled and can't work for a short amount of time.

This coverage replaces a portion of your income when you can't work because of a qualifying disability, including injury, physical disease, pregnancy or mental disorder

**You may receive weekly benefits** that replace a specified percentage of your eligible earnings. Benefits begin after the benefit waiting period explained below.

You may also receive help returning to work if you need accommodations.

Even if you're healthy now, it's important to protect yourself and the people who count on your income. **If you can't work, Short Term Disability insurance may help you pay for ongoing expenses:**



**Housing Costs**



**Groceries**



**Car Insurance**



**Child Care**

# Short Term Disability Insurance

<b>Annual Enrollment Period</b>	You may enroll in Short Term Disability during the University of Vermont's Annual Enrollment Period.
<b>What Your Benefit Provides</b> This is the benefit you'd receive if you suffer a qualifying disability. Eligible earnings are your weekly insured predisability earnings, as defined by the group policy. Your predisability earnings will be based on your earnings in effect on the January 1st prior to your last full day of active work. Any subsequent change in your earnings will not affect your predisability earnings. Your benefit amount will be reduced by deductible income; see the Important Details section for a list of deductible income sources.	70 percent of the first \$5,000 of your eligible earnings, reduced by deductible income  Plan maximum per week: \$3,500  Plan minimum per week: \$15
<b>Benefit Waiting Period</b> If you suffer a qualifying disability, your benefit waiting period is the length of time you must be continuously disabled before you can begin receiving your weekly benefit.	<ul style="list-style-type: none"><li>• 30 days for accidental injury</li><li>• 30 days for physical disease, pregnancy or mental disorder</li></ul>
<b>How Long Your Benefits Last</b> This is the maximum length of time you could be eligible to receive a weekly disability benefit.	26 weeks. However, Short Term Disability benefits will end on the date Long Term Disability benefits become payable to you under a group plan provided by your employer, even if that occurs before the 26 calendar weeks.

See the Important Details section for more information, including requirements, exclusions, limitations and definitions.

## Additional Feature

**Help With Returning To Work** This plan provides incentives to help you get back to work. For instance, you'll get help paying for some of the expenses associated with participating in an approved rehabilitation plan including but not limited to; training and education expenses, family (child and elder) care expenses, job related expenses and job search expenses. If a worksite modification would enable you to return to work, we can help your employer make approved modifications by covering some or all of the cost.

# Disability Needs Calculator

Not being able to work also means not being able to earn a paycheck. As you consider Short Term Disability insurance, think about the expenses you would need to cover if you became disabled:

- Housing costs
- Medical bills
- Utilities
- Car insurance
- Groceries
- Child care costs

To estimate your insurance needs, you'll need to consider your unique circumstances. Use our online calculator at [standard.com/disability/needs](https://www.standard.com/disability/needs).

## How Much Your Coverage Costs

Because this insurance is offered through University of Vermont, you'll have access to competitive group rates that may be more affordable than those available through individual insurance. You pay 100 percent of the premium, and you'll also have the convenience of having your premium deducted through easy payroll deduction.

Your monthly rate is \$0.465 per \$10 of weekly benefit.

Use this formula to estimate your premium payment:

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	<b>x 0.70</b>	<b>x</b>	<b>0.465</b>	<b>÷ 10 =</b>	<b>---&gt;</b>	
Enter your weekly earnings (cannot be more than \$5,000).			Rate per \$10 of weekly benefit			This amount is an estimate of how much you'd pay each month.
						To get a sense of your per pay period premium, take your monthly premium, multiply by 12 months, and divide by 24 for semi-monthly or 26 for bi-weekly premium.

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## Important Details

Here's where you'll find the nitty-gritty details about the plan.

### Eligibility Requirements

To be eligible for coverage, you must be a citizen or resident of the United States or Canada and:

- A full-time University of Vermont (UVM) employee who is Non-Represented Staff, Teamsters, United Electrical or a Postdoctoral Associate, Fellow or Trainee either:
  - Employed in a regular capacity of at least 75 percent of a 12-month work year of 37 ½ or 40 hours per week (UVM Benefits Groups A and C), or
  - Employed in a regular capacity of 100 percent of an academic year of 9, 10, or 11 months for 37 ½ or 40 hours per week (UVM Benefits Group B); and
- Actively working at least 30 hours per week

Temporary and seasonal employees, full-time members of the armed forces, leased employees and independent contractors are not eligible.

### Employee Coverage Effective Date

To become insured, you must:

- Meet the eligibility requirements listed above
- Apply for coverage and agree to pay premium
- Be actively at work (able to perform all normal duties of your job) on the day before the scheduled effective date of insurance

If you are not actively at work on the day before the scheduled effective date of insurance, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee.

Please contact your human resources representative or plan administrator for more information regarding the requirements that must be satisfied for your insurance to become effective.

### Definition of Disability

You will be considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder:

- You are unable to perform with reasonable continuity the material duties of your own occupation, and
- You suffer a loss of at least 20 percent in your predisability earnings when working in your own occupation.

You are not considered disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.

### Exclusions

Subject to state variations, you are not covered for a disability caused or contributed to by any of the following:

- Your committing or attempting to commit an assault or felony, or your active participation in a violent disorder or riot
- An intentionally self-inflicted injury, while sane or insane
- War or any act of war (declared or undeclared, and any substantial armed conflict between organized forces of a military nature)
- The loss of your professional or occupational license or certification
- An activity arising out of or in the course of any employment for wage or profit

### Limitations

Short Term Disability benefits are not payable for any period when you are:

- Not under the ongoing care of a physician in the appropriate specialty, as determined by The Standard
- Confined for any reason in a penal or correctional institution
- Able to work and earn at least 20 percent of your predisability earnings in your own occupation but you elect not to
- Eligible to receive benefits for your disability under a workers' compensation law or similar law

### When Your Benefits End

Your Short Term Disability benefits end automatically on the date any of the following occur:

- You are no longer disabled
- Your maximum benefit period ends
- Long term disability benefits become payable to you under a long term disability plan
- Benefits become payable under any other disability insurance plan which you become insured through employment during a period of temporary recovery
- You fail to provide proof of continued disability and entitlement to benefits
- You pass away

## Deductible Income

Your benefits will be reduced if you have deductible income, which is income you receive or are eligible to receive while receiving Short Term Disability benefits. Deductible income includes:

- Sick pay, annual or personal leave pay, severance pay or other forms of salary continuation (including donated amounts) paid that exceeds 100 percent of your indexed predisability earnings when added to your Short Term Disability benefit
- Amounts under unemployment compensation law
- Amounts because of your disability from any other group insurance
- Any disability or retirement benefits received or you are eligible to receive from your employer's retirement plan
- Amounts under any state disability income benefit law or similar law
- Earnings from work activity while you are disabled, plus the earnings you could receive if you work as much as your disability allows
- Earnings or compensation included in your predisability earnings which you receive or are eligible to receive while Short Term Disability benefits are payable
- Amounts due from or on behalf of a third party because of your disability, whether by judgment, settlement or other method
- Any amount you receive by compromise, settlement or other method as a result of a claim for any of the above

## When Your Insurance Ends

Your insurance ends automatically when any of the following occur:

- The date the last period ends for which a premium was paid
- The date your employment terminates
- The date the group policy terminates
- The date you cease to meet the eligibility requirements (insurance may continue for limited periods under certain circumstances)

## Group Insurance Certificate

If coverage becomes effective, and you become insured, you will receive a group insurance certificate containing a detailed description of the insurance coverage, including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. The information presented in this summary does not modify the group policy, certificate or the insurance coverage in any way.



For more than 100 years, we have been dedicated to our core purpose: to help people achieve financial well-being and peace of mind. Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group employee benefits. To learn more about products from The Standard, visit us at [standard.com](http://standard.com).

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